



***FY10 Army Civilian
Attitude Survey***



***Civilian
Supervisors***

Career Program



**FY10 Army Civilian Attitude Survey
Career Program
Results for Supervisors**



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**FY10 Army Civilian Attitude Survey
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About This Report



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Survey Background – One of the main goals of Army is to be judged the employer of choice by its civilian employees. For over 25 years, Army has periodically surveyed the morale of its workforce. In 2010 Army used a web-based version of the Army Civilian Attitude Survey. Over 104,000 employees (supervisors and non-supervisors) "logged on" and completed the survey. The Internet survey method allowed Army to conduct a census of civilian incumbents in Appropriated (APF) and Non-appropriated (NAF) Fund positions. What follows are the results from this survey.

Supervisor Survey Content – The Army Civilian Attitude Survey for Supervisors is composed of a series of core and supplemental items.

Composites – The survey includes a number of scaled items that were grouped into 13 composites. Each composite is made up of multiple core items. In the table below are the composite labels, the items and a brief composite description.

| Composite Label | Composite Description |
|--|--|
| Leadership and Management (q2a-q2h) | Supervisors' view of leadership and management at and above their level. |
| Supervision (q4a-q4f) | Supervisors' view of immediate supervisors. |
| Training and Development (q5a-q5j, q8) | Satisfaction with the amount of training supervisors have received and ability to get training for their employees. |
| Leadership Development (q9a-q9f) | Satisfaction with opportunities for leadership development. |
| Personal Work Experiences (q10a-q10o) | Supervisors' view of the actual work they do, feelings of accomplishment, and safety. |
| Performance Culture (q11a-q11l) | Extent to which supervisors feel that the culture supports high performance. |
| Supervisory Authority (q14a-q14e, q15a-q15f) | Supervisors' perceptions of their authority to carry out a variety of responsibilities. |
| Fairness (q16a-q16e) | Supervisors' perceptions that others are treated fairly, regardless of gender or race, and that they can report instances of discrimination without fear of retribution. |
| Career Plans (q19, q20a-q20c, q21a-q21c) | Report of supervisors' intentions around continuing to work for their organization and willingness to relocate. |
| Overall Satisfaction (q24a-q24k, q26a-q26b) | Supervisors' satisfaction with aspects of their current job. |
| Quality of Work Life (q24l-q24q) | Satisfaction with issues related to work life balance. |
| Your Organization (q25, q27a-q27h) | Supervisors' perceptions around organizational preparedness to perform mission and manage human resources. |
| Satisfaction with Civilian Human Resources (q29a-q29o, q30a-q30l, q31a-q31b) | Supervisors' overall satisfaction with the level of service received from the Human Resource Office. |
| Conditions for Engagement (q2c, q2e, q4c, q4f, q10a, q10f, q10i, q10k) | Supervisors' overall level of motivation, commitment, and alignment with organization goals. |

Supplemental Items – In addition to the core items and their composites, the civilian attitude survey included a series of *supplemental* items that deal with specific issues:

- Personnel Actions (q12-q13c)
- Discrimination (q17-q17b)
- Harassment (q18-q18b)
- Army Personnel Systems (q32-q32c)
- Organizational Information (q33a-q33d)



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However, because these supplemental items included both nominal (e.g., yes/no) and scaled (5=Strongly Agree, 4=Agree....) response options, composite scores were not computed.

Results for all items (core and supplemental) can be seen in the item detail section of the report immediately following the composite summary pages.

Response Rates* – Participants were asked to take their survey electronically and an independent research and consulting firm processed the results. Of the approximately 294,972 Army civilian employees and supervisors who were invited to complete the attitude survey, 104,914 returned surveys for a 36% response rate. The response rate for overall Army allows results to be generalized at a 95% confidence level to ± 0.2 percentage points. This means that if 60% of the survey respondents are satisfied with a particular item, we can be very confident (95% sure) that between 59.8% and 60.2% of the civilian employee population hold the same view.

For Army civilian supervisors, the results are similar to the combined results above. Of the 35,637 supervisors who were invited to complete the survey, 20,759 responded for a response rate of 58%. This yields a margin for supervisors of ± 0.4 percentage points. This means that the data presented in this report are generalizable to the population of Army civilian supervisors.

In the following table, this same information is presented by Army Commands, Army Service Component Commands, and Direct Reporting Units, Race, Pay Plan, Gender, and NAF.

| | Population** | Responses | Response Rate*** | Margin of Error +/- |
|--|--------------|-----------|------------------|---------------------|
| TOTAL ARMY SUPERVISORS (including NAF supervisors) | 35637 | 20759 | 58% | 0.4 |
| TOTAL ARMY SUPERVISORS (excluding NAF supervisors) | 32378 | 19070 | 59% | 0.5 |

| Army Commands, Army Service Component Commands, and Direct Reporting Units † | | | | | |
|--|--------------------------------|------|------|-----|-----|
| | HQDA | 2355 | 1305 | 55% | 1.8 |
| | FORCES COMMAND | 517 | 380 | 74% | 2.6 |
| | TRAINING AND DOCTRINE COMMAND | 2138 | 1511 | 71% | 1.4 |
| | ARMY MATERIEL COMMAND | 6153 | 3334 | 54% | 1.1 |
| | U.S. ARMY CENTRAL | 49 | 43 | 88% | 5.2 |
| | U.S. ARMY NORTH | 89 | 49 | 55% | 9.4 |
| | U.S. ARMY SOUTH | 63 | 41 | 65% | 9.0 |
| | U.S. ARMY EUROPE | 479 | 334 | 70% | 3.0 |
| | U.S. ARMY PACIFIC | 156 | 132 | 85% | 3.3 |
| | EIGHTH U.S. ARMY | 151 | 144 | 95% | 1.8 |
| | USA SPECIAL OPS COMMAND | 201 | 145 | 72% | 4.3 |
| | USA SPACE & MISSILE DEF CMD | 163 | 70 | 43% | 8.8 |
| | USA NETCOM/9TH AR SIG CMD | 766 | 387 | 51% | 3.5 |
| | USA MEDICAL COMMAND | 4178 | 2521 | 60% | 1.2 |
| | USA INTEL AND SECURITY COMMAND | 410 | 217 | 53% | 4.6 |



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| | | Population** | Responses | Response Rate*** | Margin of Error +/- |
|--|-------------------------------------|--------------|-----------|------------------|---------------------|
| | USA CRIMINAL INVEST COMMAND | 137 | 89 | 65% | 6.1 |
| | USA CORPS OF ENGINEERS | 4800 | 1953 | 41% | 1.7 |
| | USA MILITARY DISTRICT OF WASHINGTON | 77 | 45 | 58% | 9.4 |
| | USA TEST AND EVALUATION CMD | 645 | 385 | 60% | 3.2 |
| | U.S. MILITARY ACADEMY | 114 | 64 | 56% | 8.1 |
| | USA RESERVE COMMAND | 1159 | 816 | 70% | 1.9 |
| | USA ACQUISITION SUPPORT | 990 | 478 | 48% | 3.2 |
| | USA INST MANAGEMENT COMMAND | 8769 | 5709 | 65% | 0.8 |
| | JOINT ACTIVITIES | 510 | 213 | 42% | 5.1 |
| | U.S. ARMY ACCESSION COMMAND | 241 | 178 | 74% | 3.8 |
| | U.S. ARMY ELEMENT SHAPE | 55 | 20 | 36% | 17.4 |
| | U.S. MIL ENTRANCE PROC CMD | 162 | 110 | 68% | 5.3 |
| | USA NATIONAL GUARD BUREAU | 91 | 86 | 95% | 2.5 |

| RACE (APF employees)* | | | | | |
|-----------------------|--------------|-------|-------|-----|-----|
| | Non-minority | 24174 | 14248 | 59% | 0.5 |
| | Minortity | 8204 | 4822 | 59% | 0.9 |

| PAY PLAN‡ | | | | | |
|-----------|------------------------|-------|-------|-----|-----|
| | GS/GS Equivalents | 17264 | 10734 | 62% | 0.6 |
| | Demonstration Projects | 1096 | 556 | 51% | 2.9 |
| | DCIPS | 1004 | 624 | 62% | 2.4 |
| | NSPS | 10187 | 5609 | 55% | 0.9 |
| | Wage Grade | 2251 | 1245 | 55% | 1.9 |
| | SES | 299 | 143 | 48% | 5.9 |
| | NAF | 3259 | 1689 | 52% | 1.7 |
| | Other | 277 | 159 | 57% | 5.1 |

| GENDER | | | | | |
|--------|--------|-------|-------|-----|-----|
| | Female | 11054 | 6219 | 56% | 0.8 |
| | Male | 24583 | 14540 | 59% | 0.5 |

| | | | | |
|-----|------|------|-----|-----|
| NAF | 3259 | 1689 | 52% | 1.7 |
|-----|------|------|-----|-----|

*Response rates for Army Commands, Army Service Component Commands, and Direct Reporting Units, Pay Plan and Gender refer to Appropriated Fund (APF) and Non-appropriated Fund (NAF) employees. Response rates for Race refer to Appropriated Fund (APF) employees only. Non-Appropriated Fund (NAF) response rates are also represented in the last row. Also included are non-Army personnel serviced by the Army.



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**Population figures as of August, 2010. These population figures do not account for changes in employee headcounts during the survey administration period. They do include non-Army commands serviced by the Army.

***Response rates were calculated using both database information and responses to Q1 (What is your current employment status with the Army?).

†The following command groups are comprised of multiple command codes (HQDA = SE, SB, SJ, SF, SA, CS; TRADOC = TC, TW, TM, TA; AMC = X2, XK, XD, XR, XP, X7, XT, X4, XC, X6, XB, X8, XQ, XX; USAREUR = EN, E5, E2, E1).

‡Pay Plan groups are defined using the following pay plan codes (GS/GS Equivalents = GG, GL, GM, GS; Demonstration Projects = DB, DE, DJ, DK, NH, NJ, NK; DCIPS = IA; NSPS = YA, YB, YC, YD, YE, YF, YG, YH, YI, YJ, YK, YL, YM, YN, YP; Wage Grade = WA, WB, WD, WG, WJ, WK, WL, WN, WO, WR, WS, WT, WU, WY, XF, XG, XH; SES = EE, ES; NAF = NF, CY, NA, NL, NS, CC; Other = AD, CA, ED, EF, EH, EX, IE, IG, IP, SL, ST, ZZ).

Installation response rates, margins of error and other questions regarding the survey can also be obtained from the Army Point of Contact, Mr. Murray Mack at (703) 325-8713 (DSN 221-8713) or email murray.mack@us.army.mil.



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Item Scoring – To accurately interpret data, it is necessary to understand how items are scored. The multiple-choice (scaled) items asked employees to respond on a scale of 1-5 with 5 being most favorable (Strongly Agree; Very Good) and 1 being least favorable (Strongly Disagree; Very Poor). For these types of items, the five response categories were collapsed into three, as shown below. The percentage of responses in each category (Favorable, Neutral, Unfavorable) are then presented in 3-part bars.

| FAVORABLE | | NEUTRAL | UNFAVORABLE | |
|---------------------------|----------------------|---|------------------------|-----------------------------|
| <i>Strongly agree</i> | <i>Agree</i> | <i>Neither agree nor disagree</i> | <i>Disagree</i> | <i>Strongly disagree</i> |
| <i>Very likely</i> | <i>Likely</i> | <i>Neither likely nor unlikely</i> | <i>Unlikely</i> | <i>Very unlikely</i> |
| <i>Very satisfied</i> | <i>Satisfied</i> | <i>Neither satisfied nor dissatisfied</i> | <i>Dissatisfied</i> | <i>Very dissatisfied</i> |
| <i>Very well prepared</i> | <i>Well prepared</i> | <i>Neither well nor poorly prepared</i> | <i>Poorly prepared</i> | <i>Very poorly prepared</i> |
| <i>Very well</i> | <i>Well</i> | <i>Adequately</i> | <i>Poorly</i> | <i>Very poorly</i> |
| 5 | 4 | 3 | 2 | 1 |



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Organization of the Report – Results for each group and sub-group in this report are compared to overall Army.

Results are presented in the following sections:

- ☐ **Results Summary:** This section contains overall summary information which includes:
 - ✓ CCA: The Critical Components Analysis (CCA) tells you “at a glance” which survey areas are higher priorities to focus on for improving your organization.
 - ✓ Ten most favorable/ten most unfavorable items: This section displays in rank-order the ten most favorable items and ten most unfavorable items for overall Army results and for the subgroup comparison.
 - ✓ Composite summaries: A quick overview of the Composite results for overall Army and for each subgroup comparison. Composites are presented in the same order as they appeared in the survey. Three-part bar graphs display average percentages of favorable, neutral, and unfavorable responses to the composites.
- ☐ **Item Detail:** This section provides a detailed look at results for each question, including a composite summary at the beginning of each group of items.
 - ✓ For the scaled items (5=Strongly Agree, 4=Agree....), three-part bar graphs again display percentages of favorable, neutral, and unfavorable responses. In addition, the Category Percent column details the percentage of responses in each category, while the other columns display percent favorable from 2006 and 2005, item means, standard deviations, and the valid number of responses to each item.
 - ✓ For the nominal items (e.g., yes/no), the percentage of individuals selecting each response option is displayed by columns.
 - ✓ Due to rounding in the three-part bar graphs, the percentage values may not always add up to 100%.
 - ✓ Because of space limitations, bars containing low percentages might not have enough room to display the number and/or percent sign.

SPECIAL NOTE:

If fewer than 10 employees responded to the survey item, data results will be suppressed for the item. When interpreting the data, note the number of respondents listed in the column titled “# Resp.” Consider the number of employees who responded to the survey and how it compares with the total number of employees working in your group/organization. For data results in which a small number and/or a small percentage of employees responded, results should be interpreted with caution. Responses to questions from a small sample of your group/organization should not be interpreted as being indicative of the beliefs of your entire group/organization. In interpreting the data, it is important to respect the feedback that you received from those who took time to complete the survey, yet do not assume that those who did not respond to the survey feel the same way. Responses with fewer than 25 or 30 people should be examined with particular care: In these cases look at the results as the number of people in your group/organization who feel that way and not as percentages of the population. In groups this small, a few people can have a disproportional impact on the percentages reported, thus creating misleading interpretations of the percentages.



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Interpreting the Results: Surveys are valuable when data are analyzed, results are communicated to employees, and information is acted upon in the spirit of continuous improvement. The purpose of this section is to provide some general guidelines on interpreting data. The guidelines below are consistent with well-established industry standards for employee opinion survey research.

Begin by getting an overview of the results by reviewing the 10 Most Favorable/10 Most Unfavorable Items. Then use the following steps to thoroughly interpret the survey results.

1. Using the information in the Results Summary section, classify the Composites using the following criteria:

Strengths: At least 55% favorable response AND less than 20% unfavorable response. These are the issues that are working well for the majority of respondents, and should be maintained and reinforced.

Opportunities for Improvement: 30% or higher unfavorable response OR at least 20% unfavorable and less than 50% favorable response. These are the issues where action is indicated, either because the negative perceptions are large (over one-third of the group) or are large enough to overbalance a relatively small positive group.

Mixed: Mixed Items are items for which additional examination/clarification is needed to determine the best actions to take. A classic Mixed Item is one that doesn't fall neatly into either the Strength or Opportunities for Improvement category, e.g., 54% favorable/ 20% neutral/ 26% unfavorable.

Undecided: If the neutral category is 30% or more, the issue is *undecided*, which may be the result of respondents' unfamiliarity with the issue, concerns about confidentiality, inconsistency, or perceptions of the issue as "average." In certain cases, *undecided* items may also be **Opportunities for Improvement**.

Divided: If the favorable and unfavorable percents are almost equal, or there is almost no neutral (e.g., 55% favorable/ 5% neutral /40% unfavorable), the issue is *divided*, which indicates that specific constituencies feel differently. This is less threatening in large groups, but in small groups may indicate that teamwork and morale are in danger. In many cases, *divided* items are also **Opportunities for Improvement**.

2. Review the items within each Composite and classify them using the same criteria you used to classify the Composites.

3. Look for themes within Composites. For each Composite, examine your classification of the items and determine whether all of the strengths or opportunities have anything in common.

4. Look for trends across Composites. Sometimes themes or patterns emerge that cross several survey Composites. Ask yourself:

- ✓ Are certain things (for example, a frame of reference like "manager") consistently more favorable or unfavorable?
- ✓ Do you see any contradictory responses (for example, are immediate supervisors rated differently than management)?
- ✓ Are the most favorable (or unfavorable) items from a small number of Composites? If they are from a number of different Composites, is there a common underlying theme?



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- 1. Review supplemental items.** Could scores on any of the scaled supplemental items relate to other survey items or themes that you've already identified? Although many of the supplemental items deal with specific issues (for example, Harassment, Mandatory Mobility), problems in these areas could impact other areas such as **Performance Culture** or **Training and Development**.
- 2. Dealing with perceptions.** Keep in mind that survey results reflect perceptions, which differ from one person to another. You must deal with the perception, whether or not you agree with or understand its source. Do not expect to understand what everything means. You should get clarification on issues with high neutral responses, contradictory responses, and divided responses by discussing those issues with your immediate group of employees. Many internal and external events, including organizational changes, policy changes, the local economy, and recent news events may have contributed to the results. You should not use these events to rationalize your results, but consider them as potential areas of discussion.
- 3. Additional Support.** For more information regarding these results and how you may better utilize the information, please phone Mr. Murray Mack at (703) 325-8713 (DSN 221-8713) or email murray.mack@us.army.mil.



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Results Summary



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Understanding and Using Your Critical Components Analysis (CCA)

The Critical Components Analysis (CCA), shown on the following page(s), tells you "at a glance" which survey areas are higher priorities to focus on for improving your organization.

The CCA shows you the "key drivers" of your desired outcome (e.g., satisfaction). For instance, an area that is more strongly linked to your desired outcome and received high marks on the survey is an Area to Reinforce. A Priority Area is one that is more strongly linked to your desired outcomes but received low marks on the survey.

A priority, then, is determined by two things:

Importance: Shown on the vertical axis and determined statistically by identifying those survey composites that were more strongly related to Overall Job Satisfaction for your group.

Current Performance: Shown on the horizontal axis and determined by how favorably supervisors in your group responded to the survey questions. Composites with 55%+ favorable scores are considered high in performance.

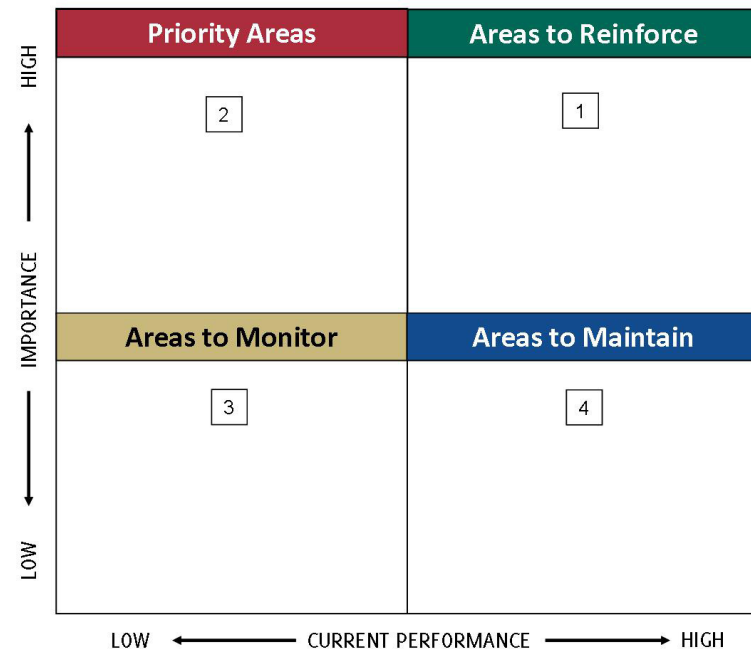
Using The CCA For Action Planning

To help you identify the 2 or 3 most important things your group needs to focus on, it's often best to look at the CCA in the following order:

1. **Areas to Reinforce:** Higher importance, higher results. This is where you are doing well. It is very important to reinforce these areas - to build your strengths so you can leverage them in accomplishing your goals.
2. **Priority Areas:** Higher importance, lower results. These are priority areas for action; they may be actively causing supervisors to "disengage" from the organization.
3. **Areas to Monitor:** Lower importance, lower results. These areas should be monitored because, if ignored, they could become more urgent issues in the future.
4. **Areas to Maintain:** Lower importance, higher results. These are areas your employees feel good about, but they don't contribute as directly to Overall Job Satisfaction. These issues do not require immediate attention.

To help you focus on specific things to change, next to the chart are the items for each composite in the Areas to Reinforce quadrant and the Priority Areas quadrant that will have the biggest impact on employee engagement.

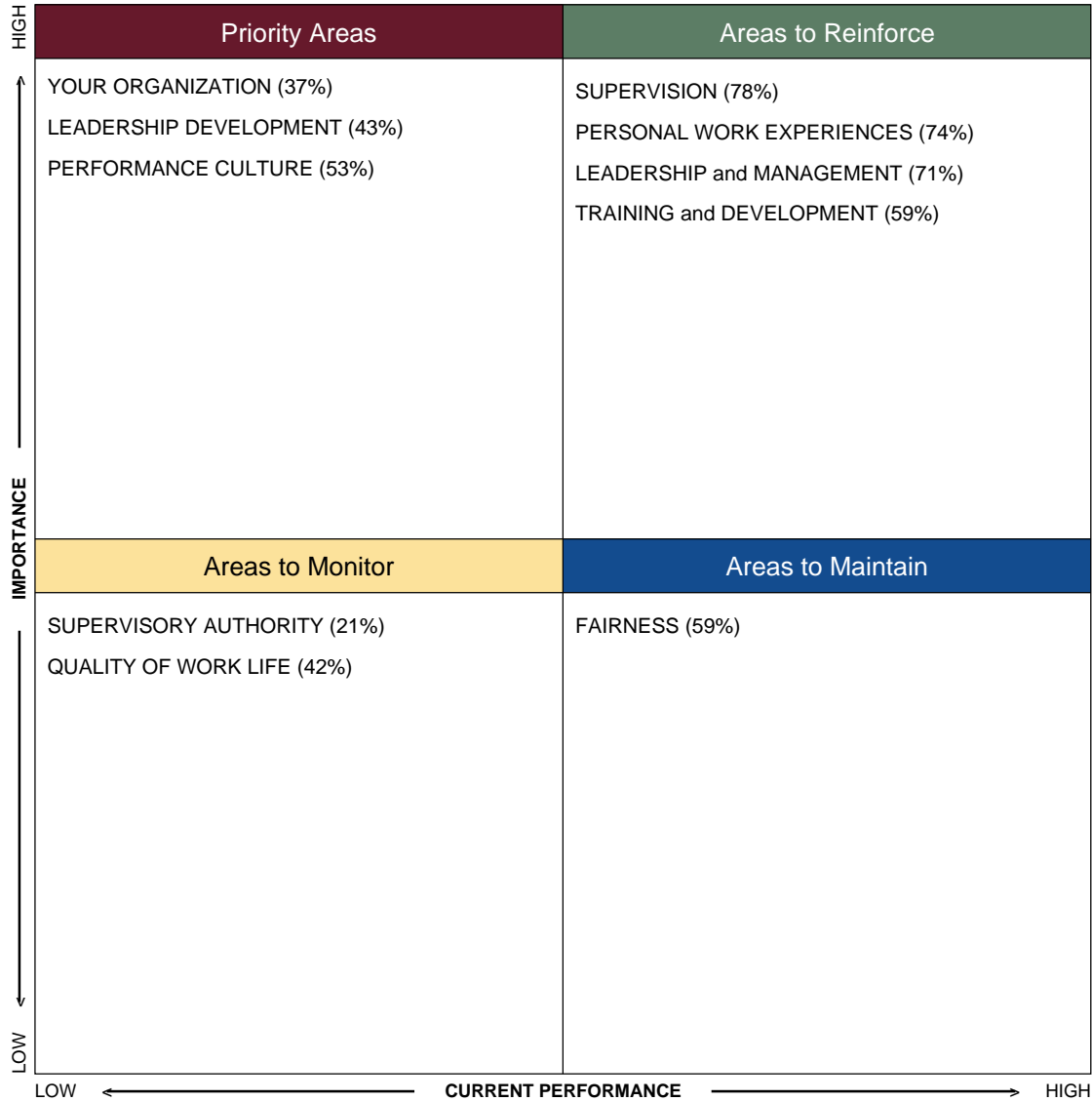
For more information regarding these results or how to better use this information, please phone Mr. Murray Mack at (703) 325-8713 (DSN 221-8713) or e-mail him at murray.mack@us.army.mil.





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Total Career Program



Areas to Reinforce

SUPERVISION

- 4b. My supervisor supports my need to balance work and family issues. (84%)
- 4c. Supervisors/team leaders in my work unit support employee development. (82%)

PERSONAL WORK EXPERIENCES

- 10d. The work I do is important. (95%)
- 10e. I know how my work relates to the organization's goals and priorities. (91%)

LEADERSHIP and MANAGEMENT

- 2a. Managers/supervisors/team leaders work well with employees of different backgrounds. (85%)
- 2f. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals. (78%)

TRAINING and DEVELOPMENT

- 5i. I know what training I need to advance my career with the Army. (76%)
- 5g. I have received sufficient training to be a supervisor or manager. (75%)

Priority Areas

YOUR ORGANIZATION

- 27g. How well or poorly does your organization fill vacancies quickly? (16%)
- 27b. How well or poorly does your organization discipline/correct poor work performance? (21%)

LEADERSHIP DEVELOPMENT

- 9e. The help you have received to plan your career path. (34%)
- 9c. Developmental assignments that give you experience in other functions in the organization. (38%)

PERFORMANCE CULTURE

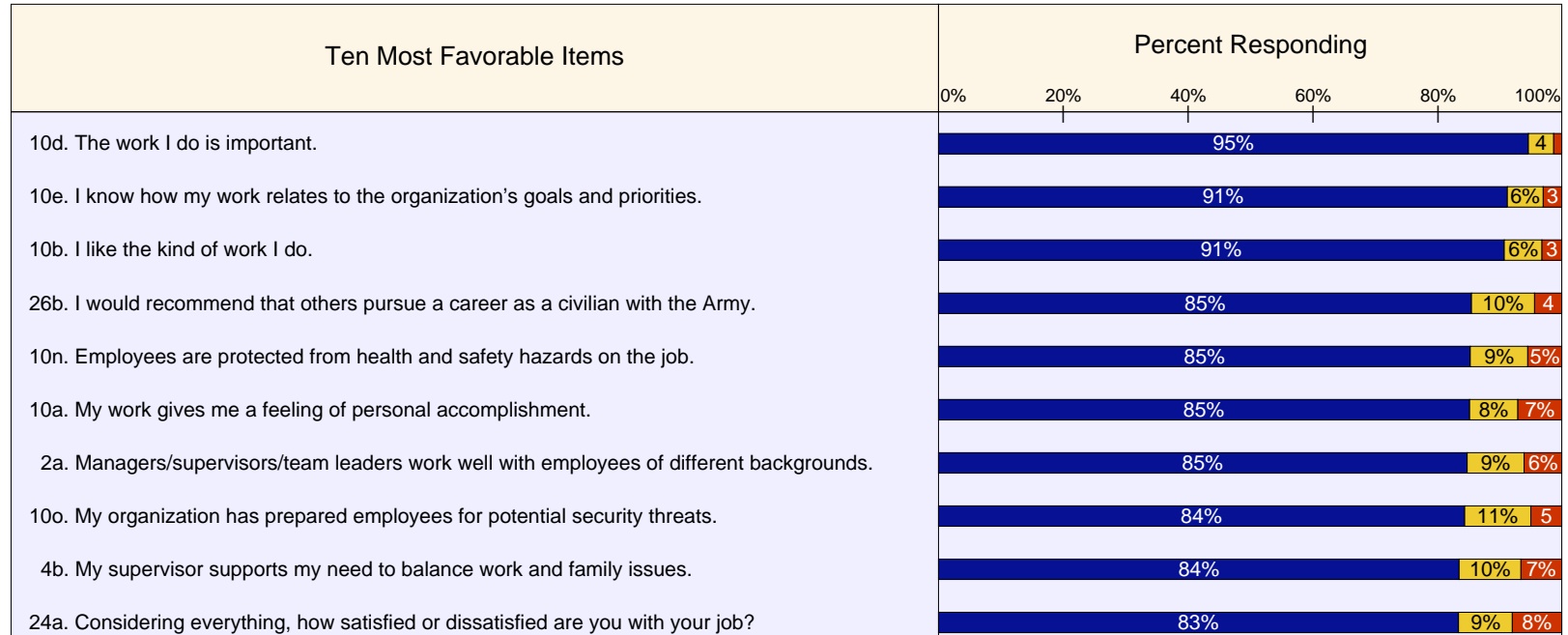
- 11a. The performance management system I am under improves organizational performance. (35%)
- 11k. Pay raises in my work unit depend on how well employees perform their jobs. (38%)



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Total Career Program

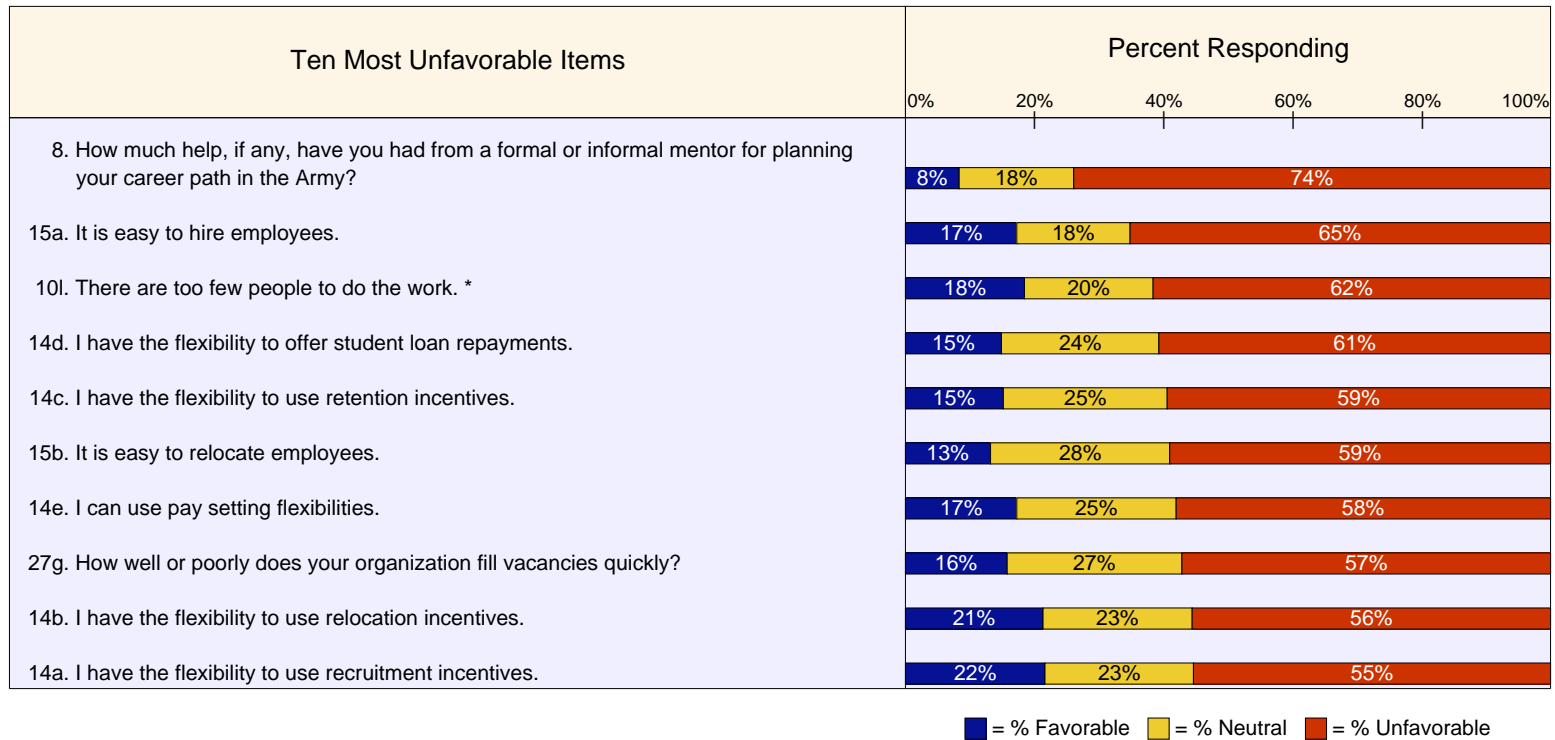


■ = % Favorable ■ = % Neutral ■ = % Unfavorable



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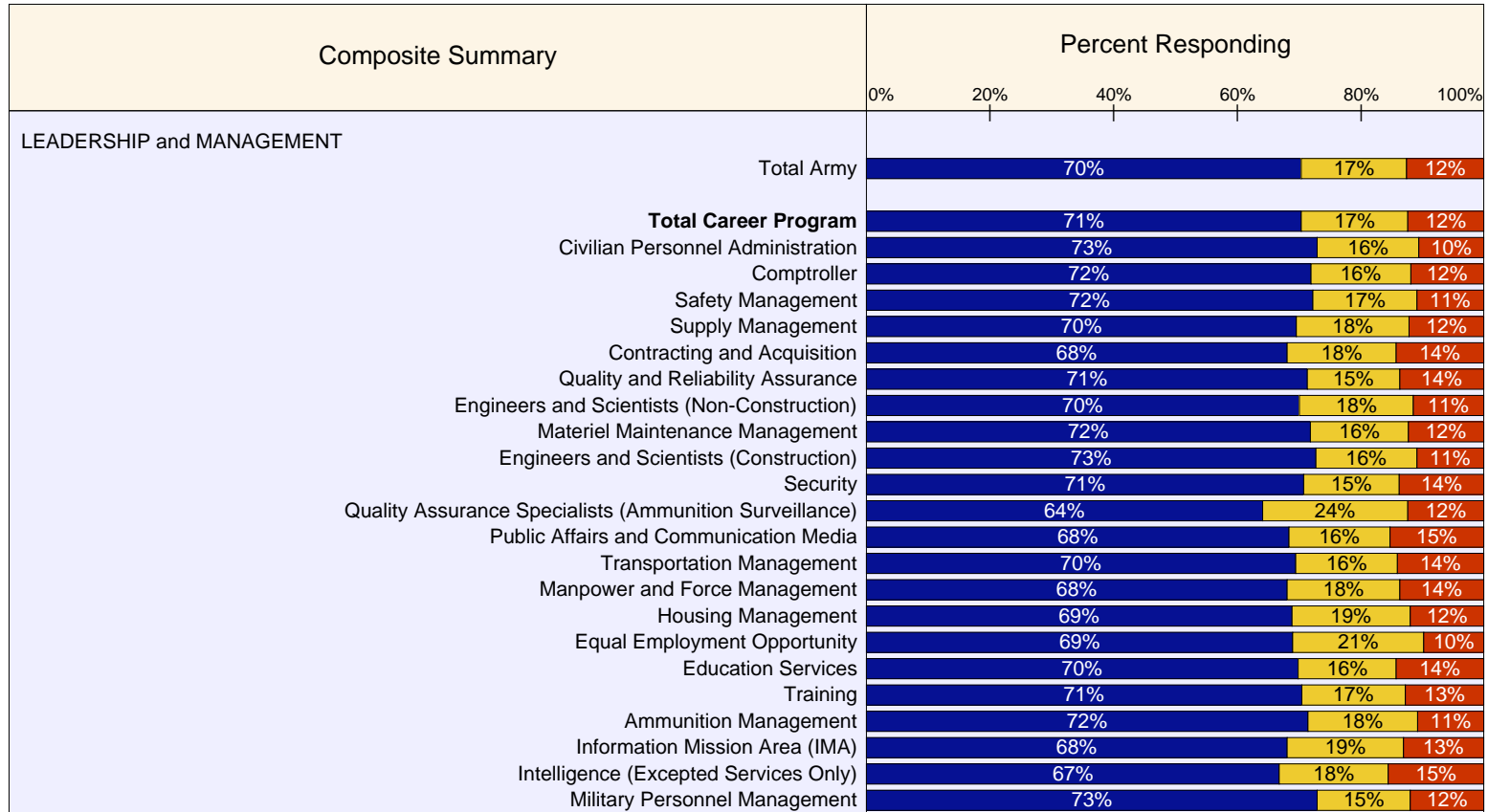
Total Career Program



* Any item marked with an asterisk is phrased such that Disagree/Unlikely is a FAVORABLE response and is shown under the % Favorable category



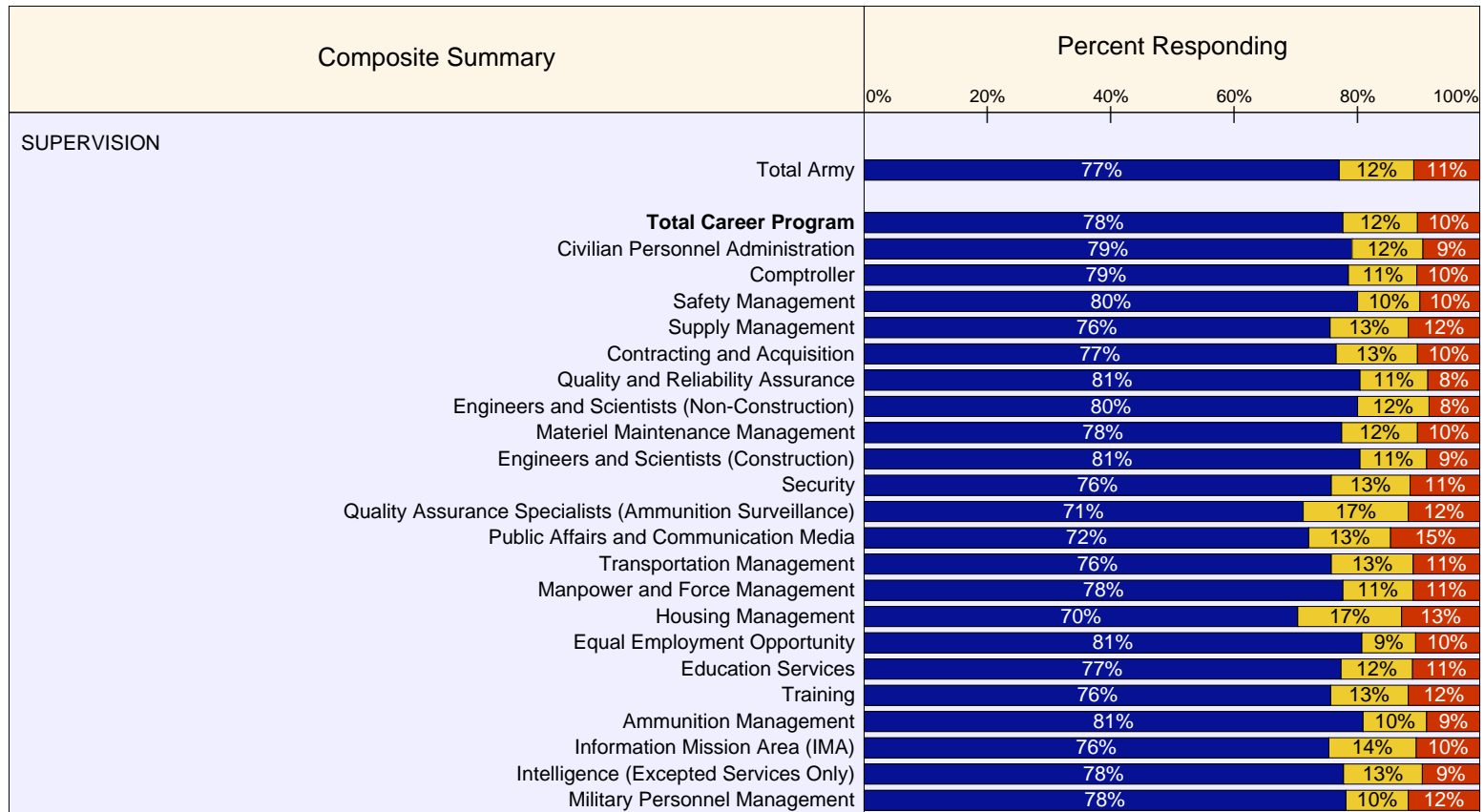
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■ = % Favorable ■ = % Neutral ■ = % Unfavorable



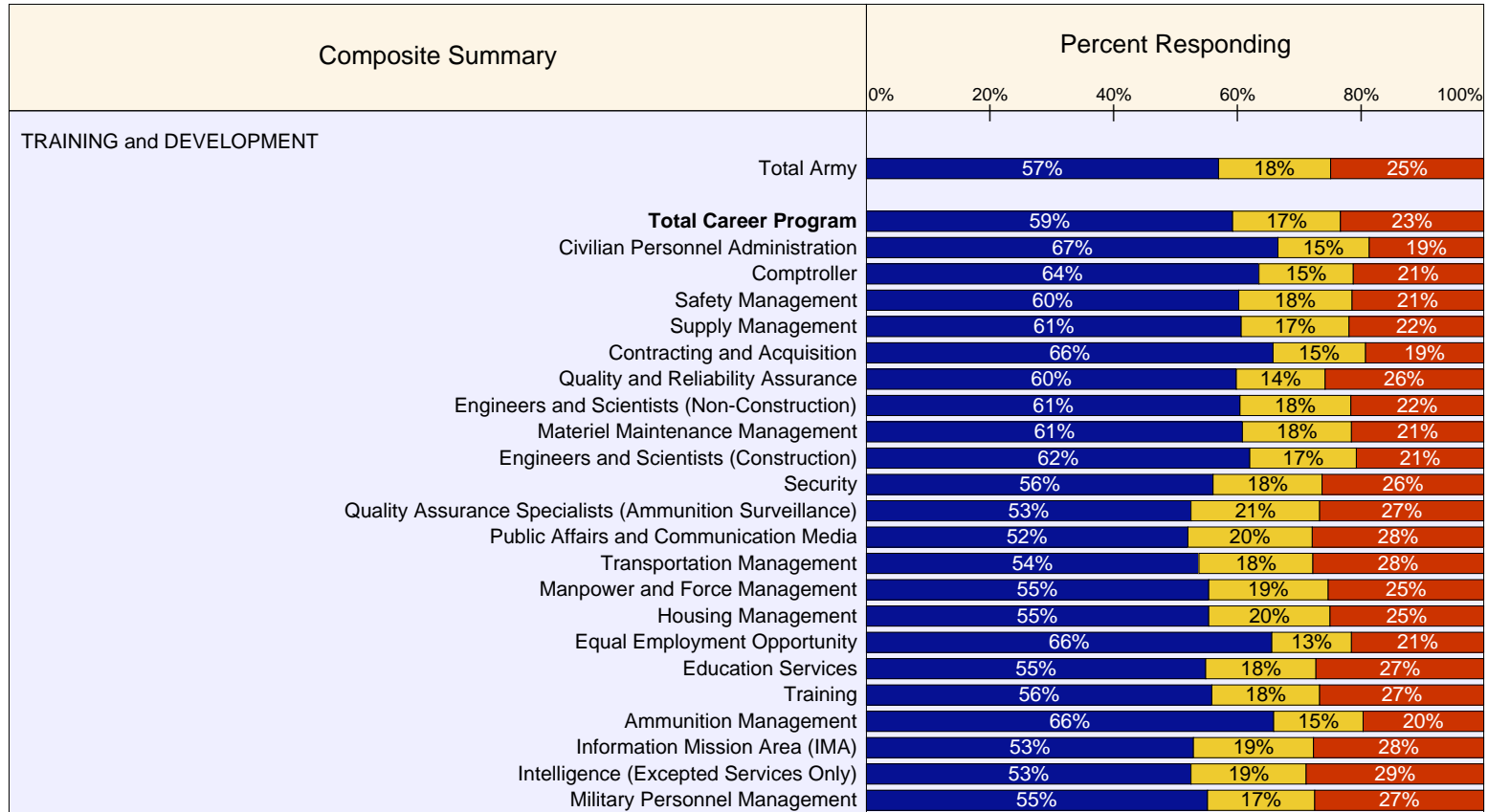
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■ = % Favorable ■ = % Neutral ■ = % Unfavorable



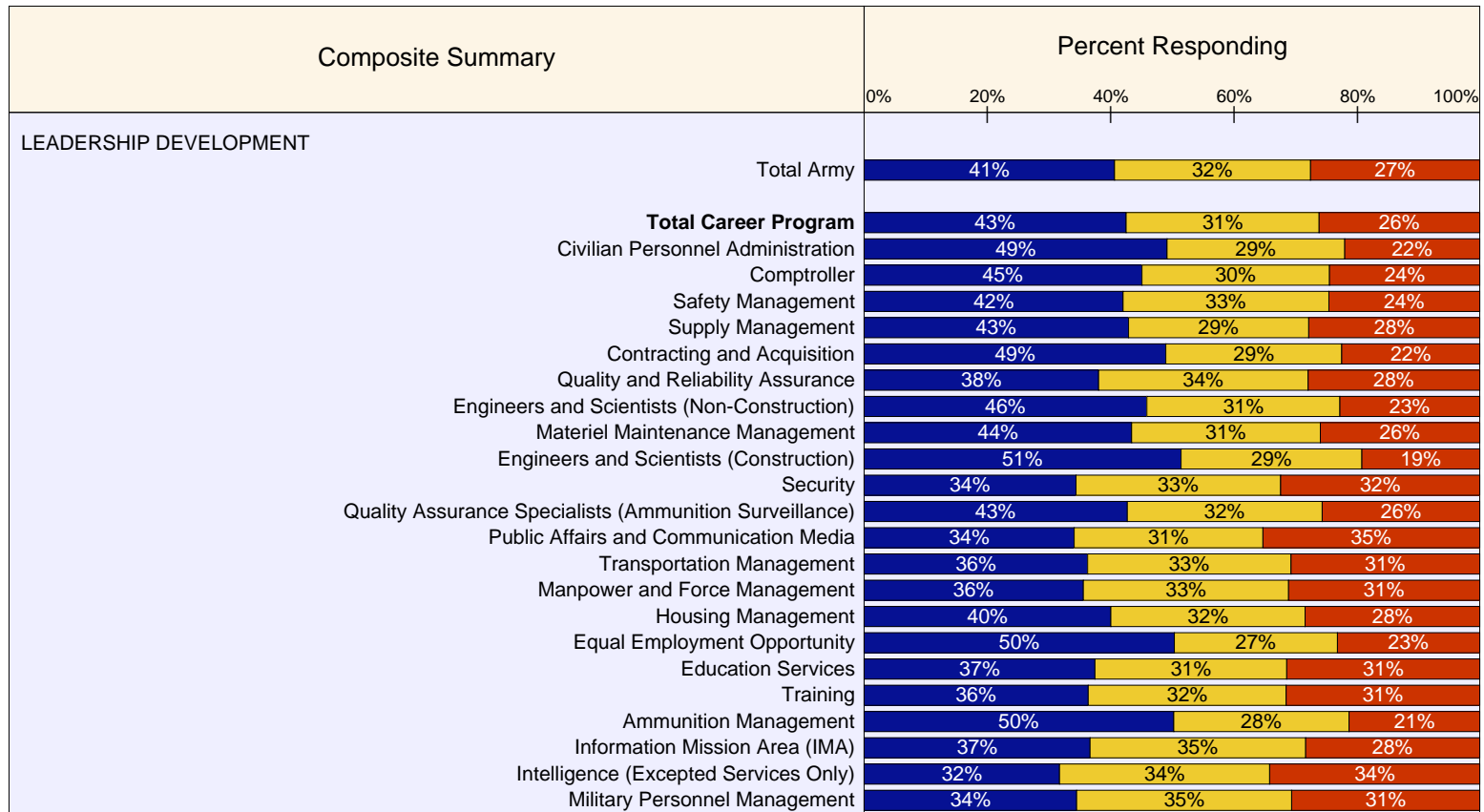
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■ = % Favorable ■ = % Neutral ■ = % Unfavorable



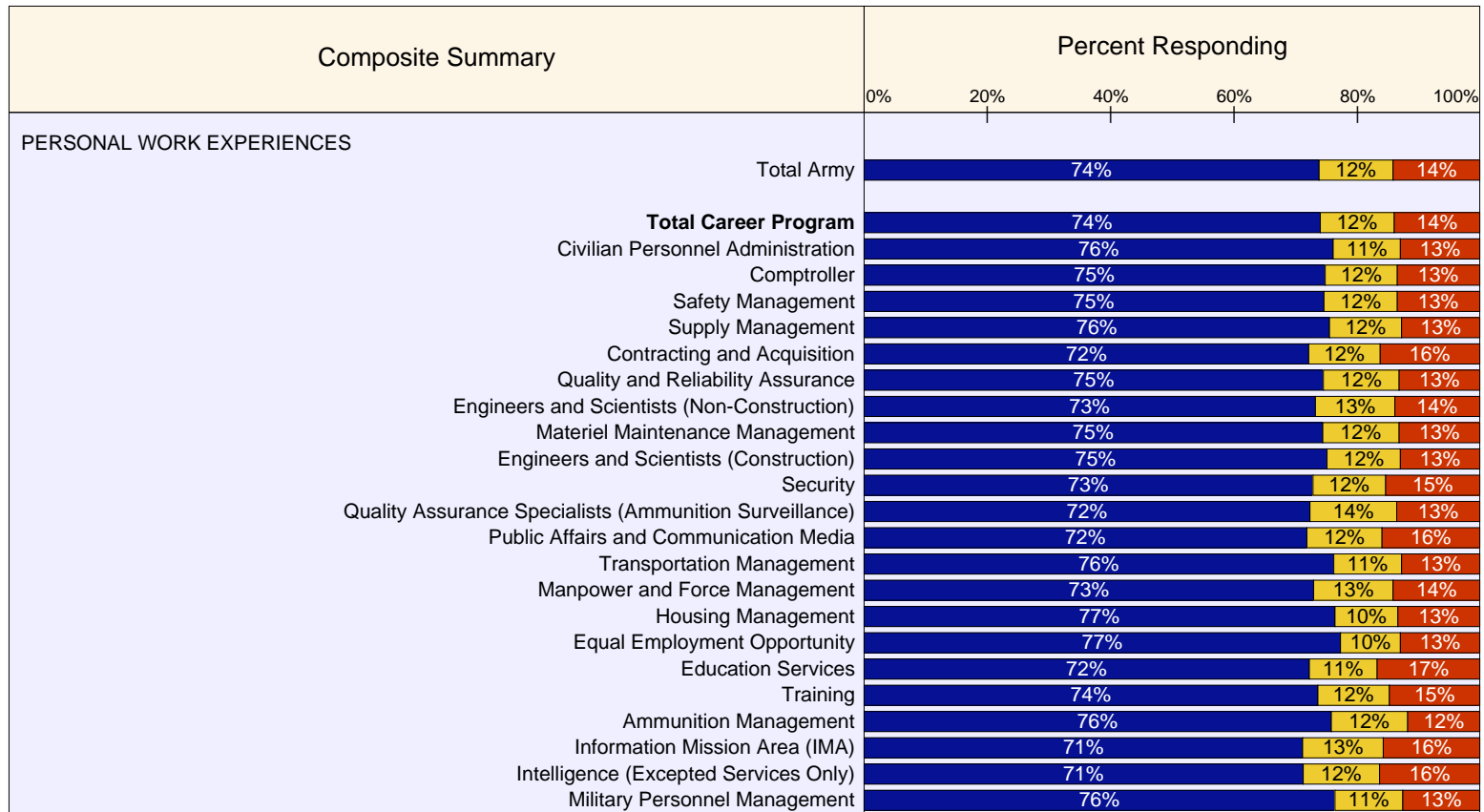
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■ = % Favorable ■ = % Neutral ■ = % Unfavorable



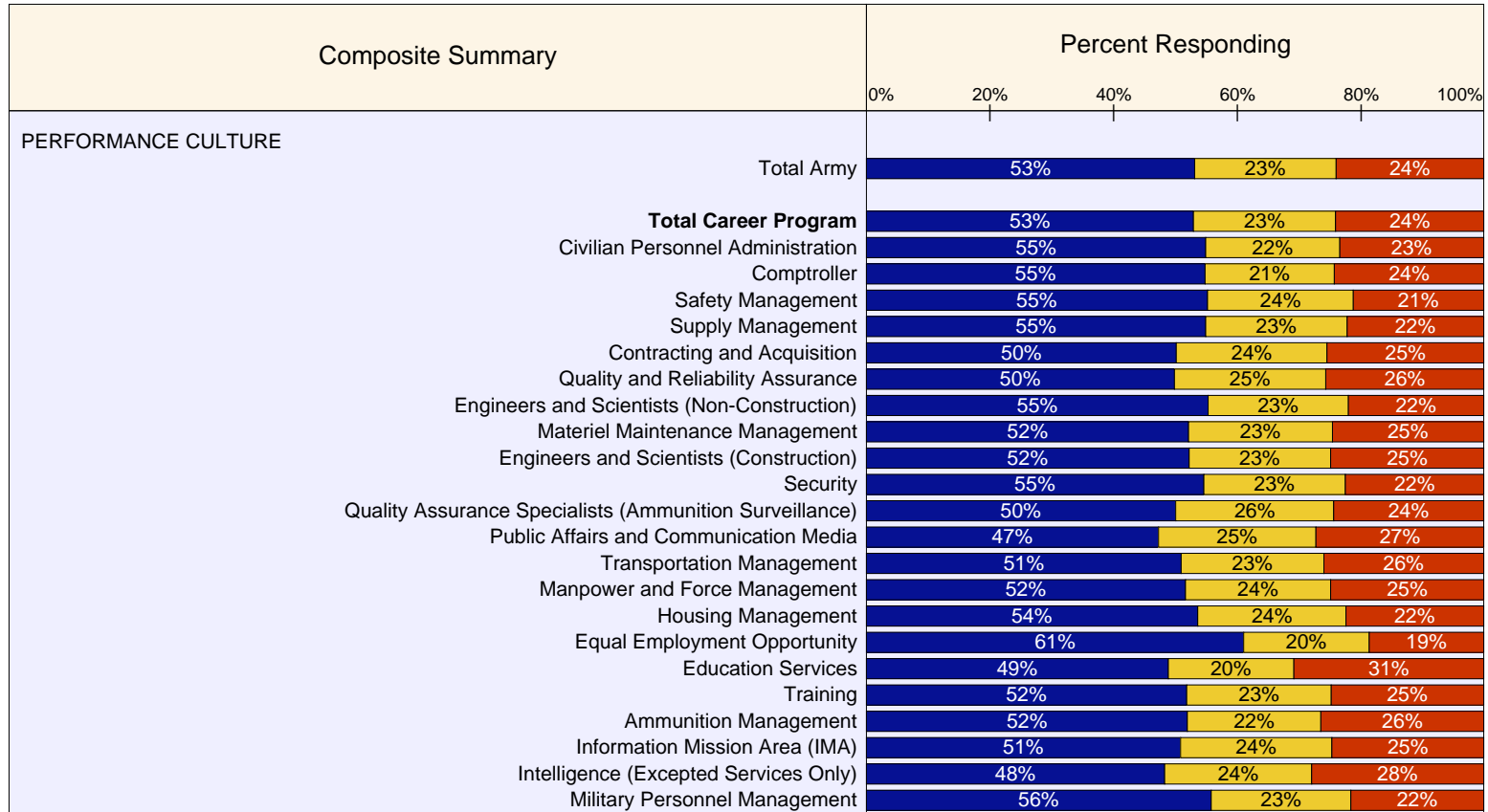
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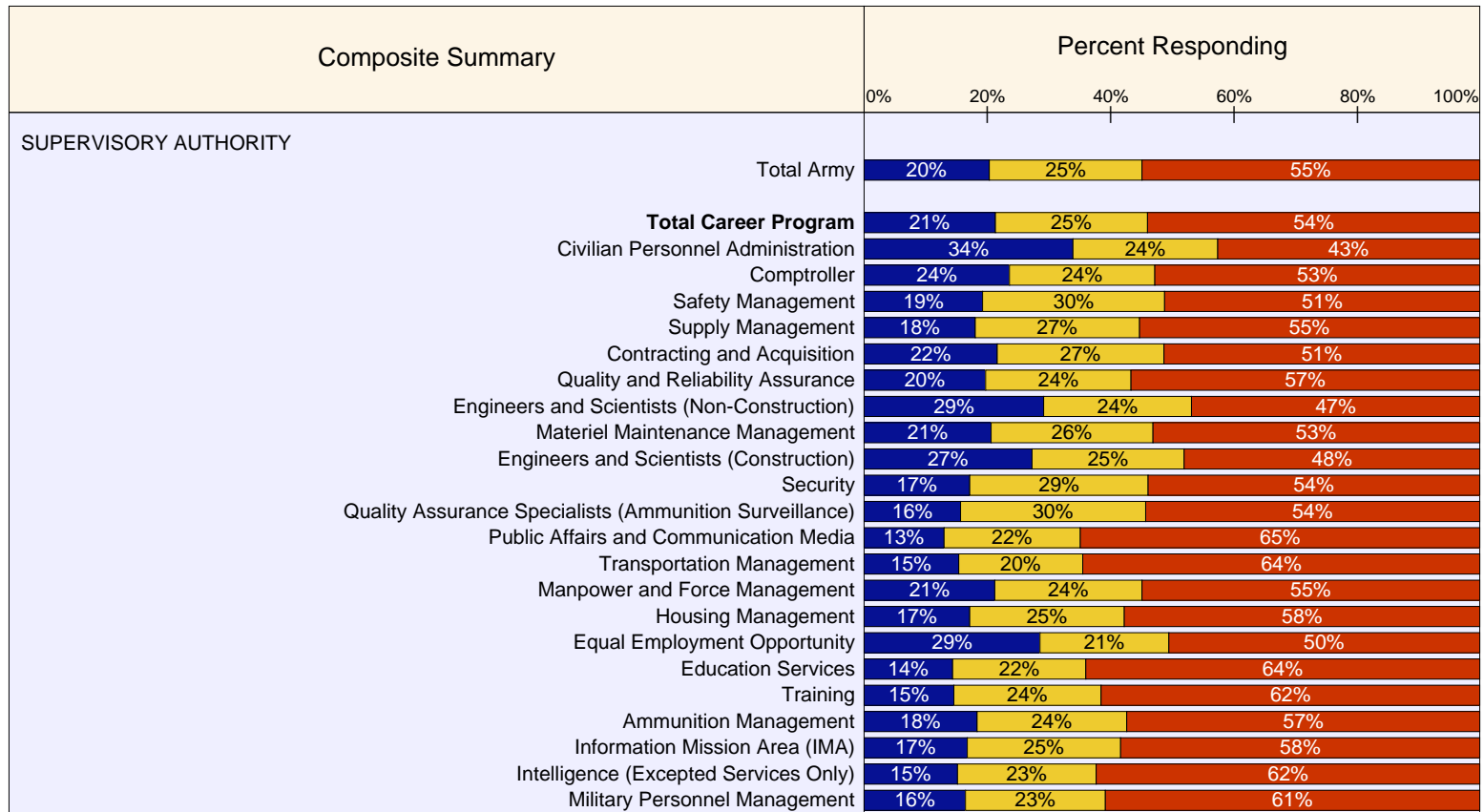
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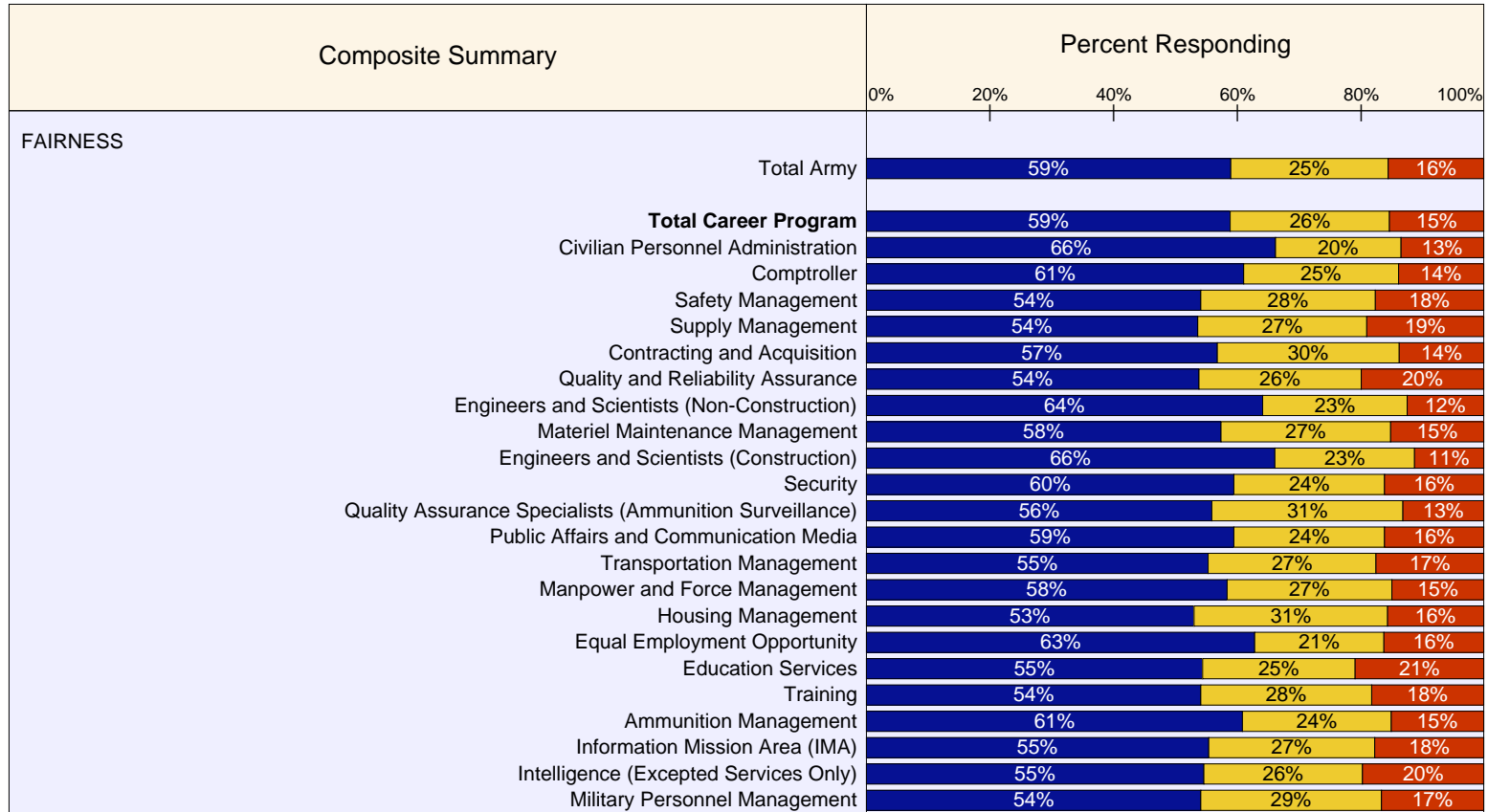
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■ = % Favorable ■ = % Neutral ■ = % Unfavorable



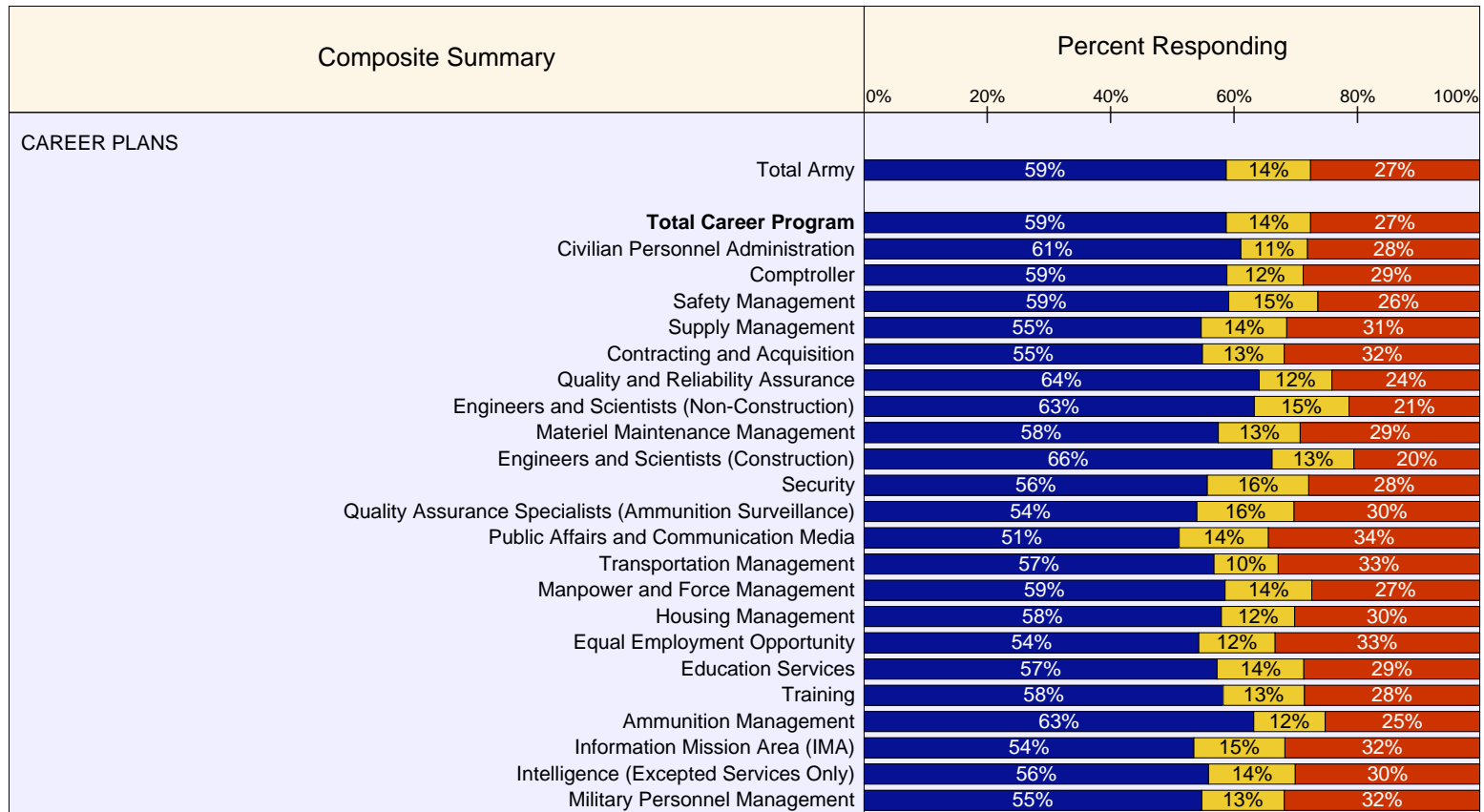
FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



■ = % Favorable ■ = % Neutral ■ = % Unfavorable



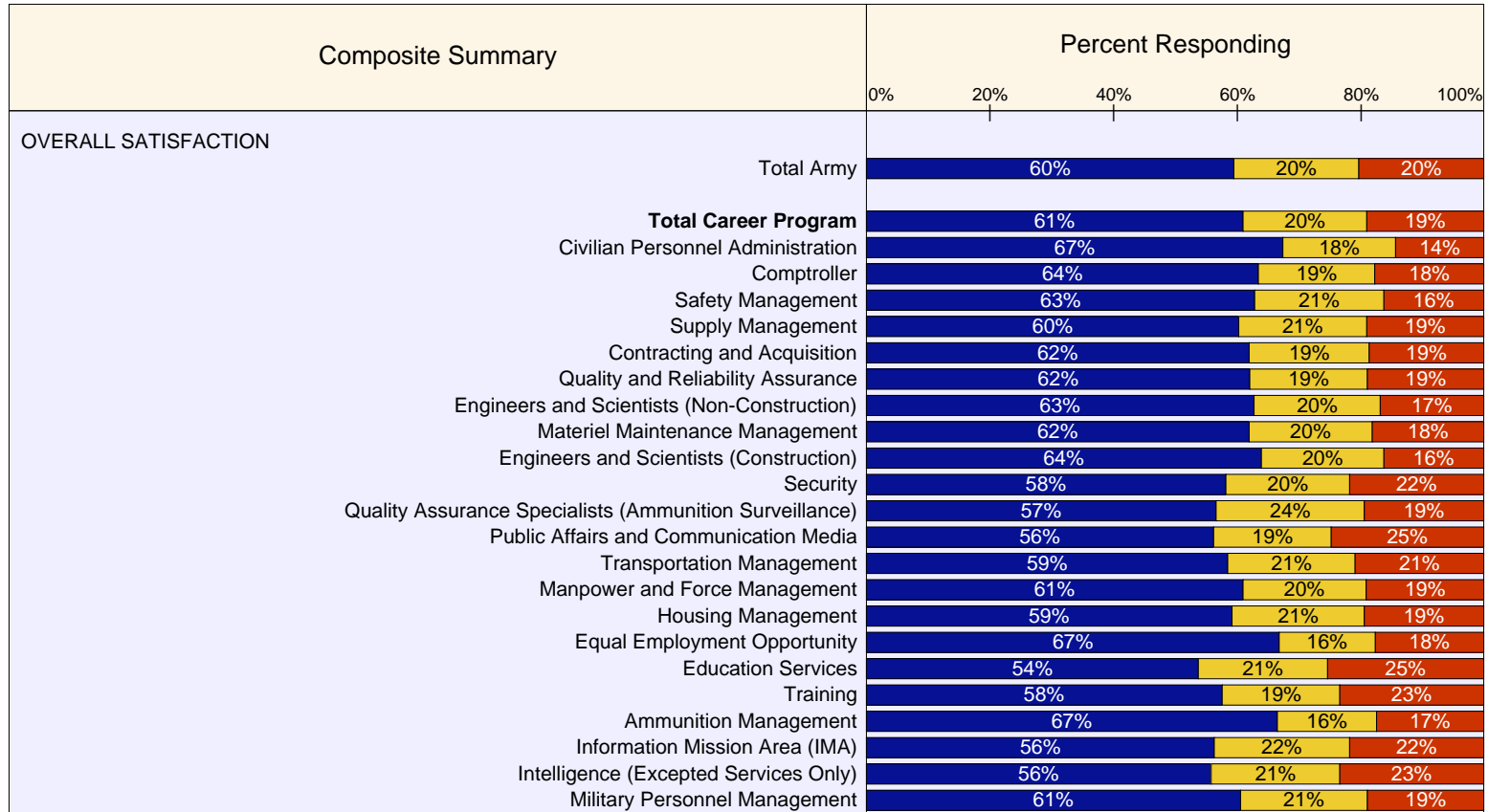
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■ = % Favorable ■ = % Neutral ■ = % Unfavorable



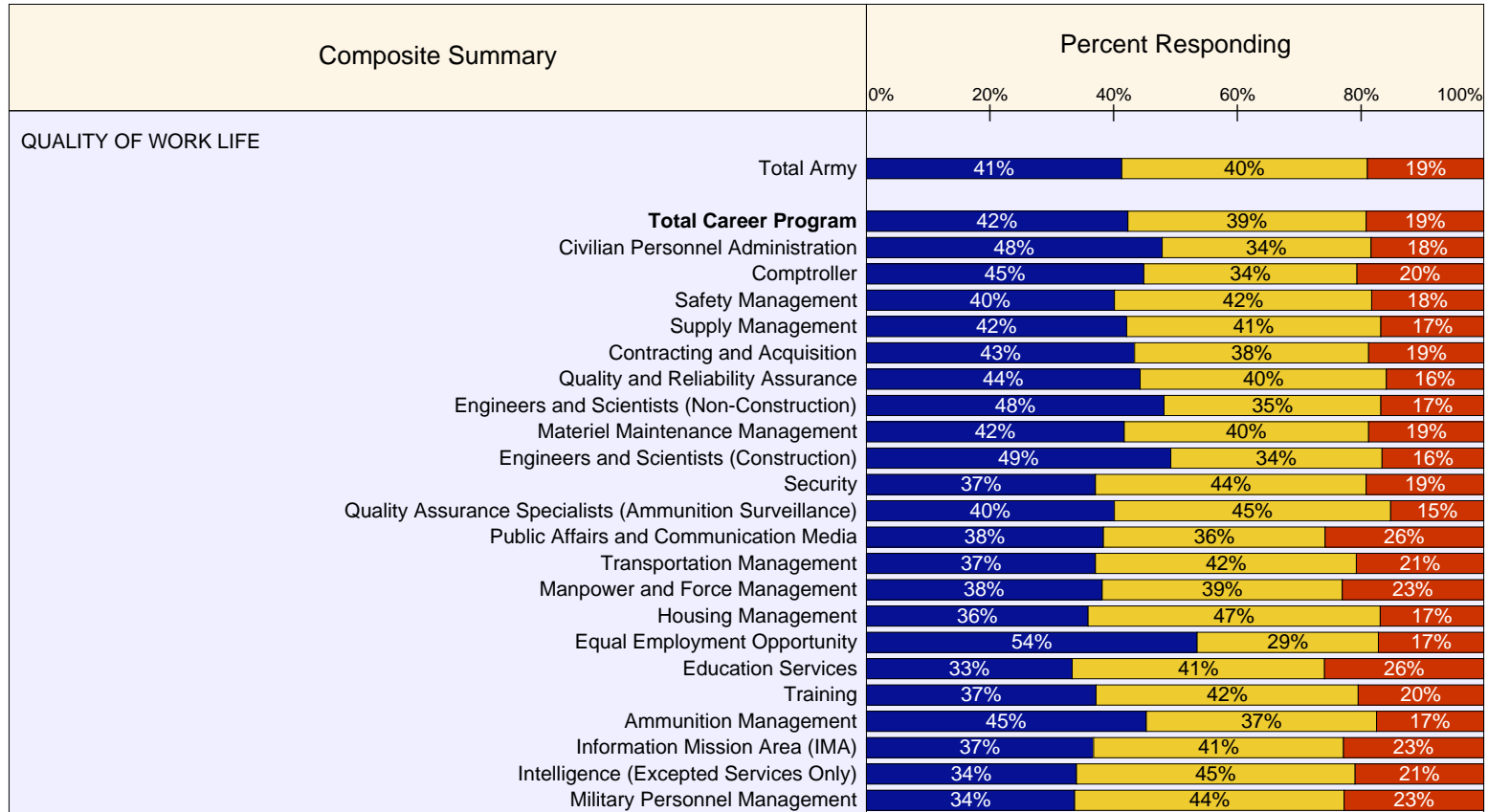
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■ = % Favorable ■ = % Neutral ■ = % Unfavorable



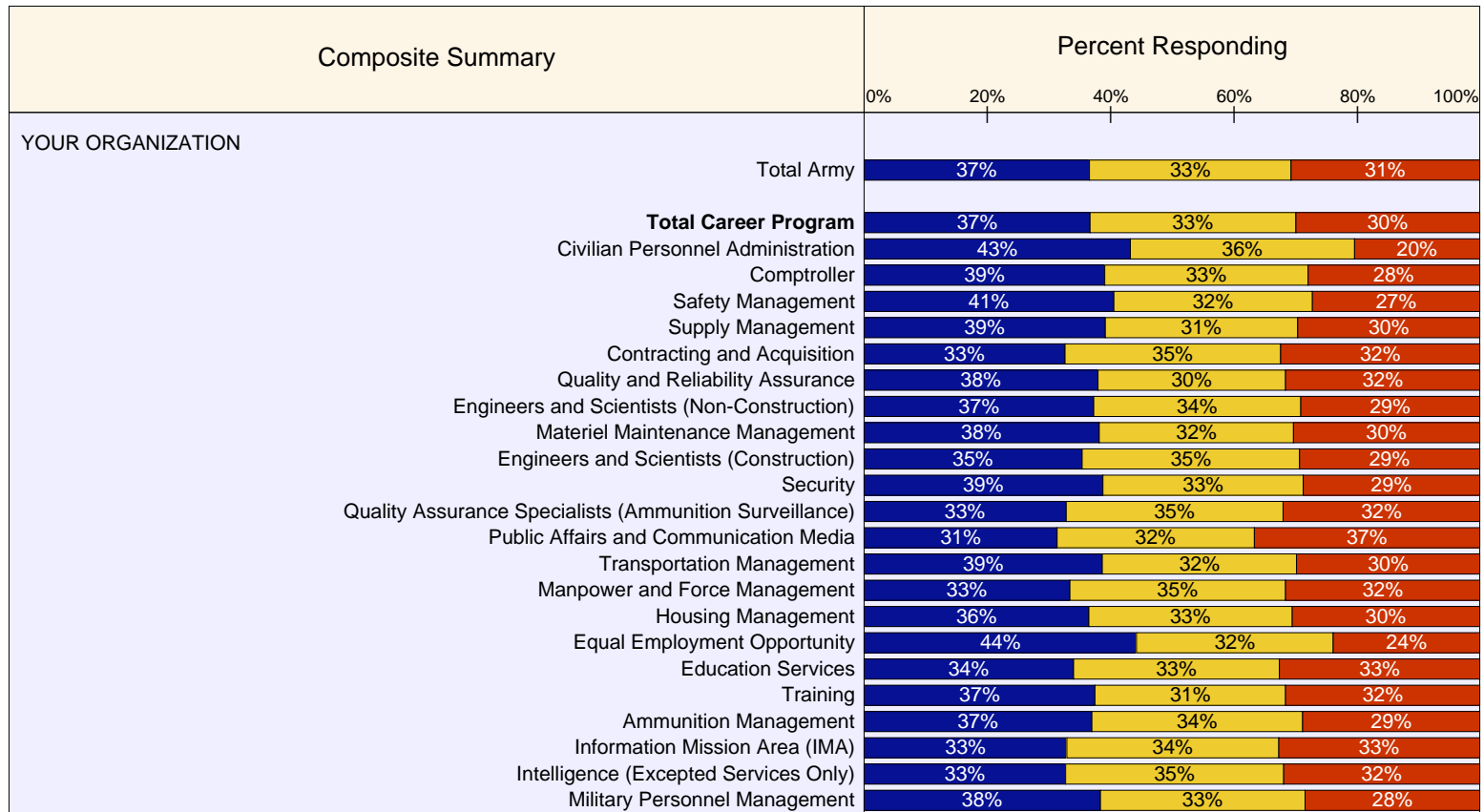
FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



■ = % Favorable ■ = % Neutral ■ = % Unfavorable



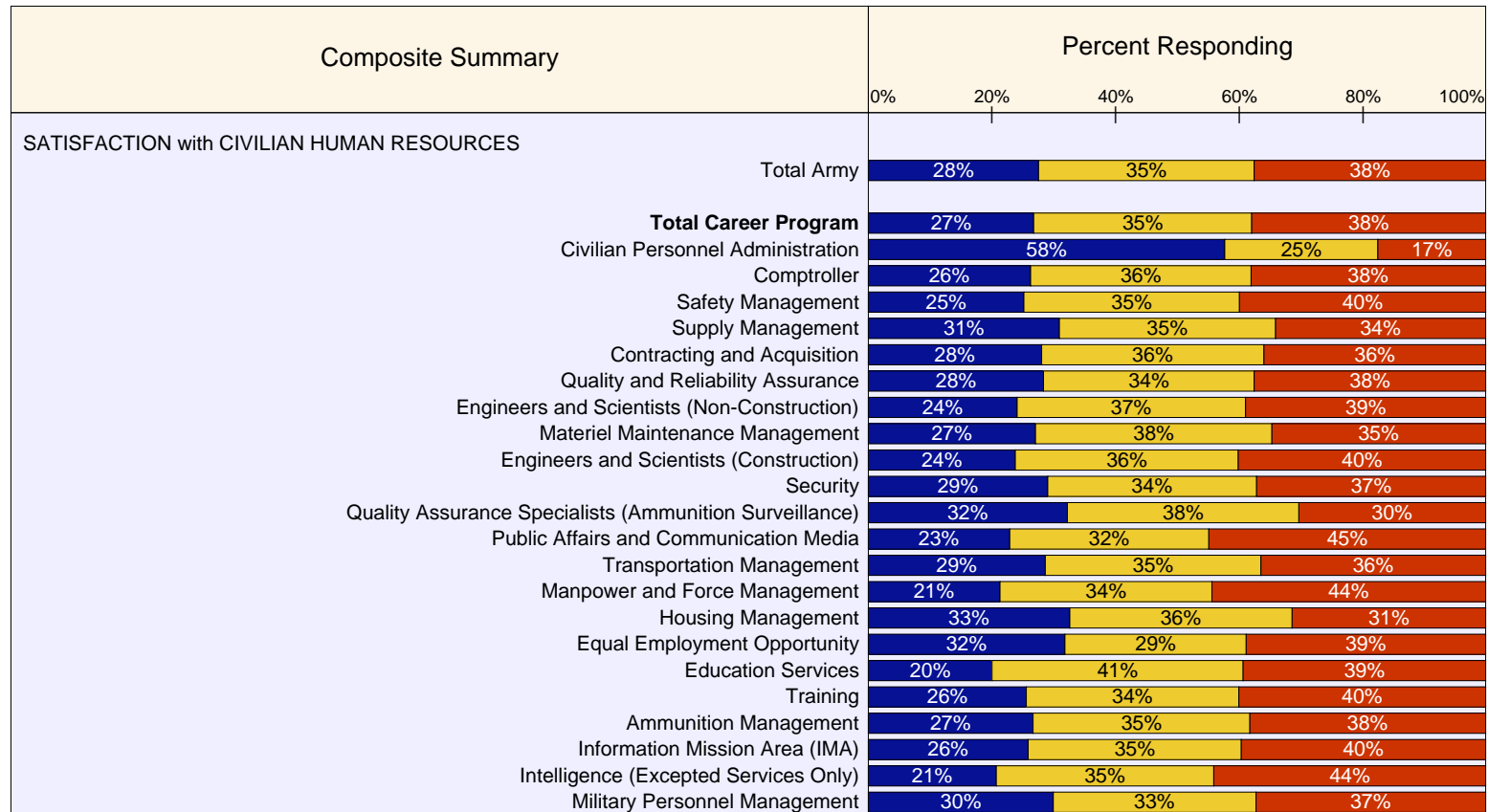
FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



■ = % Favorable ■ = % Neutral ■ = % Unfavorable



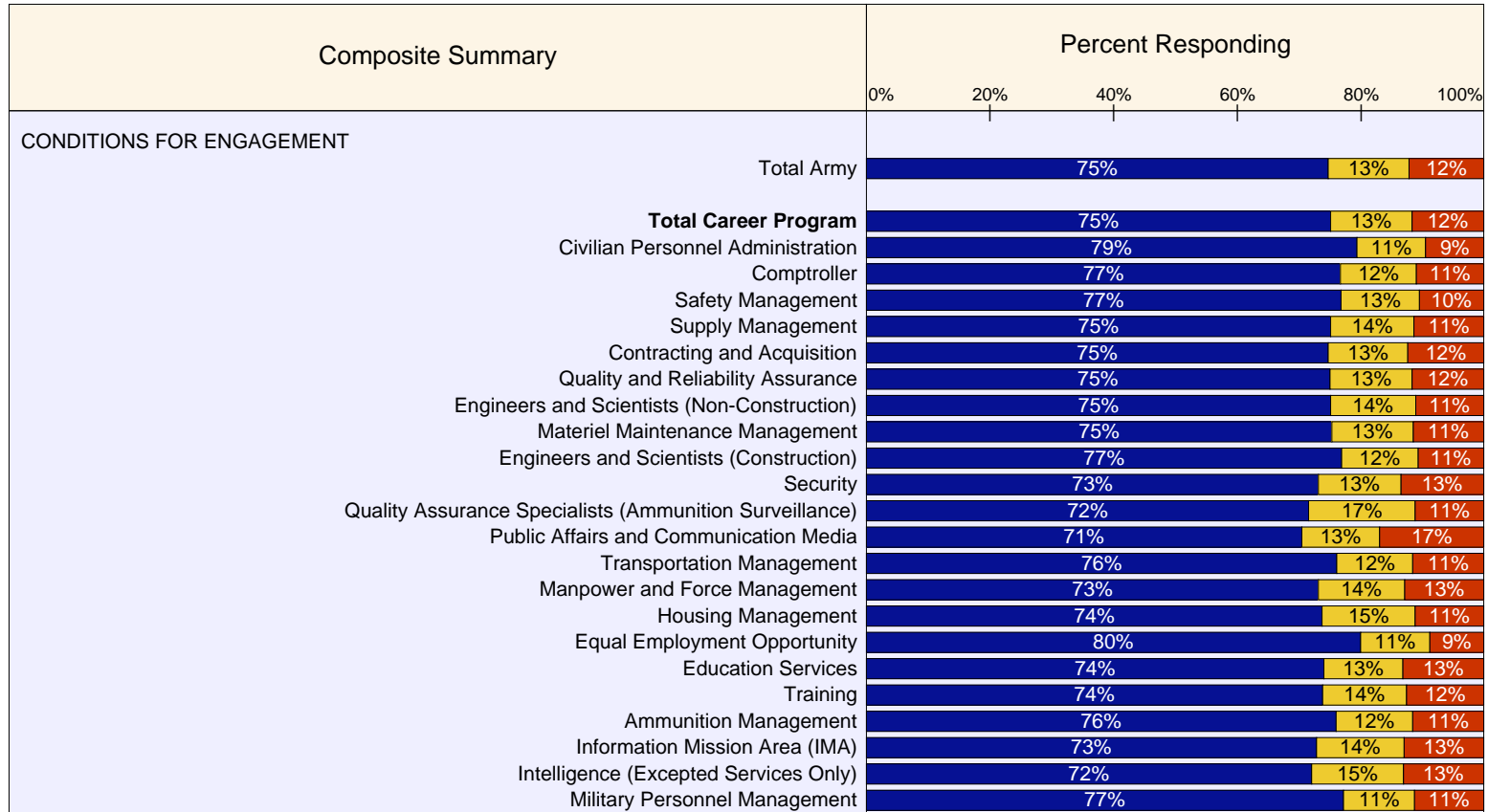
FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



■ = % Favorable ■ = % Neutral ■ = % Unfavorable



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



■ = % Favorable ■ = % Neutral ■ = % Unfavorable



**FY10 Army Civilian Attitude Survey
Career Program
Results for Supervisors**



Item Detail



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Nonsupervisory employee | Team Leader | Supervisor | Manager | Executive | Contractor (not a federal employee) | I have retired from a civilian position with the Army. |
|--|--------|-------------------------|-------------|------------|---------|-----------|-------------------------------------|--|
| CURRENT EMPLOYMENT STATUS | | | | | | | | |
| 1. What is your current employment status with the Army? | | | | | | | | |
| Total Army | 20759 | 0% | 0% | 63% | 34% | 3% | 0% | 0% |
| Total Career Program | 10340 | 0% | 0% | 63% | 35% | 2% | 0% | 0% |
| Civilian Personnel Administration | 246 | 0% | 0% | 72% | 24% | 4% | 0% | 0% |
| Comptroller | 969 | 0% | 0% | 67% | 30% | 3% | 0% | 0% |
| Safety Management | 273 | 0% | 0% | 35% | 63% | 1% | 0% | 0% |
| Supply Management | 820 | 0% | 0% | 60% | 38% | 2% | 0% | 0% |
| Contracting and Acquisition | 472 | 0% | 0% | 68% | 29% | 3% | 0% | 0% |
| Quality and Reliability Assurance | 78 | 0% | 0% | 67% | 33% | 0% | 0% | 0% |
| Engineers and Scientists (Non-Construction) | 1154 | 0% | 0% | 65% | 31% | 4% | 0% | 0% |
| Materiel Maintenance Management | 864 | 0% | 0% | 53% | 43% | 3% | 0% | 0% |
| Engineers and Scientists (Construction) | 1417 | 0% | 0% | 63% | 35% | 2% | 0% | 0% |
| Security | 238 | 0% | 0% | 62% | 38% | 0% | 0% | 0% |
| Quality Assurance Specialists (Ammunition Surveillance) | 61 | 0% | 0% | 84% | 16% | 0% | 0% | 0% |
| Public Affairs and Communication Media | 163 | 0% | 0% | 72% | 26% | 2% | 0% | 0% |
| Transportation Management | 197 | 0% | 0% | 64% | 35% | 1% | 0% | 0% |
| Manpower and Force Management | 384 | 0% | 0% | 66% | 31% | 3% | 0% | 0% |
| Housing Management | 117 | 0% | 0% | 46% | 53% | 1% | 0% | 0% |
| Equal Employment Opportunity | 92 | 0% | 0% | 49% | 50% | 1% | 0% | 0% |
| Education Services | 102 | 0% | 0% | 61% | 37% | 2% | 0% | 0% |
| Training | 774 | 0% | 0% | 68% | 30% | 2% | 0% | 0% |
| Ammunition Management | 118 | 0% | 0% | 55% | 44% | 1% | 0% | 0% |
| Information Mission Area (IMA) | 966 | 0% | 0% | 60% | 38% | 2% | 0% | 0% |
| Intelligence (Excepted Services Only) | 502 | 0% | 0% | 63% | 32% | 5% | 0% | 0% |
| Military Personnel Management | 277 | 0% | 0% | 67% | 33% | 0% | 0% | 0% |



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev |
|--|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|---|---|----------------------------|----------------------------|------|------------|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | 1 | | | |
| LEADERSHIP and MANAGEMENT | | | | | | | | | | | | | | | |
| 2a. Managers/supervisors/team leaders work well with employees of different backgrounds. | | | | | | | | | | | | | | | |
| Total Army | 20625 | 84%9%6% | | | | | 25 | 59 | 9 | 5 | 2 | 0 | +2 | 4.01 | 0.82 |
| Total Career Program | 10281 | 85%9%6 | | | | | 24 | 60 | 9 | 5 | 1 | 0 | +2 | 4.02 | 0.80 |
| Civilian Personnel Administration | 244 | 86%10%5 | | | | | 28 | 58 | 10 | 2 | 2 | -6 | -3 | 4.07 | 0.81 |
| Comptroller | 966 | 86%8%6 | | | | | 27 | 59 | 8 | 4 | 1 | +2 | -2 | 4.06 | 0.80 |
| Safety Management | 272 | 84%10%6 | | | | | 26 | 58 | 10 | 6 | 1 | +3 | +5 | 4.03 | 0.80 |
| Supply Management | 816 | 83%10%7% | | | | | 24 | 59 | 10 | 6 | 1 | +2 | +3 | 3.99 | 0.82 |
| Contracting and Acquisition | 468 | 84%9%7% | | | | | 23 | 61 | 9 | 5 | 2 | -4 | +1 | 3.98 | 0.84 |
| Quality and Reliability Assurance | 75 | 85%8%7% | | | | | 20 | 65 | 8 | 5 | 1 | +13 | +28 | 3.97 | 0.78 |
| Engineers and Scientists (Non-Construction) | 1150 | 85%10%4 | | | | | 23 | 63 | 10 | 3 | 1 | -3 | +1 | 4.03 | 0.74 |
| Materiel Maintenance Management | 858 | 85%8%7% | | | | | 24 | 61 | 8 | 6 | 1 | +1 | +3 | 4.02 | 0.80 |
| Engineers and Scientists (Construction) | 1411 | 87%8%5 | | | | | 24 | 63 | 8 | 4 | 1 | +3 | +3 | 4.05 | 0.75 |
| Security | 237 | 83%8%9% | | | | | 27 | 56 | 8 | 6 | 3 | -1 | +3 | 3.98 | 0.93 |
| Quality Assurance Specialists (Ammunition Surveillance) | 60 | 80%13%7% | | | | | 20 | 60 | 13 | 5 | 2 | +11 | 0 | 3.92 | 0.82 |
| Public Affairs and Communication Media | 163 | 83%10%6 | | | | | 24 | 60 | 10 | 5 | 1 | -3 | -1 | 4.00 | 0.81 |
| Transportation Management | 195 | 81%12%7% | | | | | 24 | 57 | 12 | 5 | 2 | -5 | +3 | 3.97 | 0.84 |
| Manpower and Force Management | 383 | 83%10%8% | | | | | 21 | 61 | 10 | 6 | 2 | -3 | 0 | 3.94 | 0.83 |
| Housing Management | 117 | 81%10%9% | | | | | 26 | 55 | 10 | 8 | 1 | -3 | +12 | 3.98 | 0.87 |
| Equal Employment Opportunity | 91 | 73%21%7% | | | | | 20 | 53 | 21 | 7 | 0 | -17 | +14 | 3.86 | 0.81 |
| Education Services | 100 | 86%10%4 | | | | | 21 | 65 | 10 | 1 | 3 | +9 | +4 | 4.00 | 0.79 |
| Training | 771 | 86%8%6 | | | | | 27 | 60 | 8 | 5 | 1 | +2 | +4 | 4.06 | 0.79 |
| Ammunition Management | 115 | 86%9%5 | | | | | 26 | 60 | 9 | 4 | 1 | -5 | +4 | 4.06 | 0.77 |
| Information Mission Area (IMA) | 959 | 83%10%7% | | | | | 23 | 60 | 10 | 5 | 2 | +2 | +2 | 3.97 | 0.85 |
| Intelligence (Excepted Services Only) | 500 | 84%9%7% | | | | | 22 | 63 | 9 | 5 | 2 | +1 | -5 | 3.97 | 0.83 |
| Military Personnel Management | 274 | 86%8%6 | | | | | 32 | 54 | 8 | 5 | 1 | -- | -- | 4.12 | 0.82 |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|--|--------|--|-----|-----|-----|-----|-------------------|----|----|----|---|----------------------------|----------------------------|------|------------|--|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | 1 | | | | |
| LEADERSHIP and MANAGEMENT | | | | | | | | | | | | | | | | |
| 2b. I have a high level of respect for my organization's senior leaders. | | | | | | | | | | | | | | | | |
| Total Army | 20657 | <div><div></div><div></div><div></div></div> | | | | | 24 | 43 | 16 | 11 | 6 | 0 | +1 | 3.69 | 1.12 | |
| Total Career Program | 10294 | <div><div></div><div></div><div></div></div> | | | | | 24 | 44 | 16 | 11 | 5 | 0 | +1 | 3.70 | 1.11 | |
| Civilian Personnel Administration | 244 | <div><div></div><div></div><div></div></div> | | | | | 28 | 44 | 17 | 9 | 2 | -1 | -3 | 3.86 | 1.00 | |
| Comptroller | 964 | <div><div></div><div></div><div></div></div> | | | | | 31 | 40 | 14 | 11 | 4 | -4 | -5 | 3.82 | 1.11 | |
| Safety Management | 272 | <div><div></div><div></div><div></div></div> | | | | | 36 | 40 | 12 | 8 | 4 | -1 | 0 | 3.96 | 1.07 | |
| Supply Management | 817 | <div><div></div><div></div><div></div></div> | | | | | 22 | 44 | 17 | 12 | 6 | -4 | -2 | 3.64 | 1.12 | |
| Contracting and Acquisition | 471 | <div><div></div><div></div><div></div></div> | | | | | 21 | 45 | 17 | 11 | 6 | -3 | 0 | 3.65 | 1.10 | |
| Quality and Reliability Assurance | 77 | <div><div></div><div></div><div></div></div> | | | | | 22 | 48 | 14 | 6 | 9 | +17 | +18 | 3.68 | 1.16 | |
| Engineers and Scientists (Non-Construction) | 1147 | <div><div></div><div></div><div></div></div> | | | | | 21 | 46 | 17 | 10 | 5 | +1 | +1 | 3.68 | 1.08 | |
| Materiel Maintenance Management | 859 | <div><div></div><div></div><div></div></div> | | | | | 26 | 41 | 16 | 10 | 7 | 0 | 0 | 3.69 | 1.16 | |
| Engineers and Scientists (Construction) | 1413 | <div><div></div><div></div><div></div></div> | | | | | 21 | 47 | 17 | 10 | 5 | +6 | +8 | 3.68 | 1.07 | |
| Security | 237 | <div><div></div><div></div><div></div></div> | | | | | 27 | 35 | 15 | 15 | 7 | -8 | -6 | 3.61 | 1.23 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 60 | <div><div></div><div></div><div></div></div> | | | | | 23 | 38 | 20 | 10 | 8 | +12 | -3 | 3.58 | 1.19 | |
| Public Affairs and Communication Media | 163 | <div><div></div><div></div><div></div></div> | | | | | 23 | 44 | 15 | 12 | 6 | -2 | -8 | 3.66 | 1.14 | |
| Transportation Management | 195 | <div><div></div><div></div><div></div></div> | | | | | 21 | 43 | 16 | 14 | 6 | +1 | +11 | 3.59 | 1.14 | |
| Manpower and Force Management | 384 | <div><div></div><div></div><div></div></div> | | | | | 23 | 47 | 14 | 11 | 5 | -3 | +1 | 3.72 | 1.08 | |
| Housing Management | 116 | <div><div></div><div></div><div></div></div> | | | | | 21 | 47 | 17 | 11 | 3 | +2 | +19 | 3.71 | 1.03 | |
| Equal Employment Opportunity | 92 | <div><div></div><div></div><div></div></div> | | | | | 33 | 37 | 21 | 5 | 4 | -9 | -2 | 3.88 | 1.06 | |
| Education Services | 100 | <div><div></div><div></div><div></div></div> | | | | | 27 | 33 | 17 | 15 | 8 | -5 | -8 | 3.56 | 1.25 | |
| Training | 774 | <div><div></div><div></div><div></div></div> | | | | | 25 | 42 | 17 | 10 | 6 | 0 | +1 | 3.68 | 1.14 | |
| Ammunition Management | 118 | <div><div></div><div></div><div></div></div> | | | | | 26 | 40 | 19 | 8 | 7 | -12 | -7 | 3.70 | 1.14 | |
| Information Mission Area (IMA) | 958 | <div><div></div><div></div><div></div></div> | | | | | 23 | 44 | 17 | 11 | 5 | +5 | +6 | 3.71 | 1.08 | |
| Intelligence (Excepted Services Only) | 502 | <div><div></div><div></div><div></div></div> | | | | | 15 | 47 | 15 | 15 | 7 | -1 | -1 | 3.48 | 1.13 | |
| Military Personnel Management | 275 | <div><div></div><div></div><div></div></div> | | | | | 31 | 38 | 15 | 11 | 5 | -- | -- | 3.80 | 1.14 | |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev |
|---|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | 1 | | | |
| LEADERSHIP and MANAGEMENT | | | | | | | | | | | | | | | |
| 2c. In my organization, leaders generate high levels of motivation and commitment in the workforce. | | | | | | | | | | | | | | | |
| Total Army | 20604 | <div><div></div><div></div><div></div></div> | | | | | 15 | 40 | 22 | 15 | 7 | -3 | -3 | 3.42 | 1.12 |
| Total Career Program | 10268 | <div><div></div><div></div><div></div></div> | | | | | 14 | 41 | 23 | 15 | 6 | -4 | -2 | 3.42 | 1.11 |
| Civilian Personnel Administration | 244 | <div><div></div><div></div><div></div></div> | | | | | 16 | 41 | 23 | 16 | 3 | -7 | -9 | 3.51 | 1.05 |
| Comptroller | 963 | <div><div></div><div></div><div></div></div> | | | | | 18 | 41 | 21 | 15 | 5 | -5 | -6 | 3.53 | 1.11 |
| Safety Management | 272 | <div><div></div><div></div><div></div></div> | | | | | 20 | 40 | 22 | 15 | 4 | -5 | -4 | 3.57 | 1.09 |
| Supply Management | 816 | <div><div></div><div></div><div></div></div> | | | | | 16 | 39 | 24 | 14 | 7 | -6 | 0 | 3.42 | 1.13 |
| Contracting and Acquisition | 471 | <div><div></div><div></div><div></div></div> | | | | | 12 | 41 | 22 | 17 | 8 | -8 | -4 | 3.33 | 1.13 |
| Quality and Reliability Assurance | 77 | <div><div></div><div></div><div></div></div> | | | | | 17 | 35 | 25 | 12 | 12 | -1 | +14 | 3.34 | 1.22 |
| Engineers and Scientists (Non-Construction) | 1144 | <div><div></div><div></div><div></div></div> | | | | | 12 | 42 | 26 | 14 | 7 | -4 | -5 | 3.39 | 1.07 |
| Materiel Maintenance Management | 858 | <div><div></div><div></div><div></div></div> | | | | | 17 | 42 | 21 | 13 | 6 | -4 | -1 | 3.50 | 1.11 |
| Engineers and Scientists (Construction) | 1410 | <div><div></div><div></div><div></div></div> | | | | | 12 | 43 | 25 | 15 | 6 | +1 | +2 | 3.40 | 1.06 |
| Security | 235 | <div><div></div><div></div><div></div></div> | | | | | 21 | 34 | 23 | 15 | 8 | -9 | -9 | 3.45 | 1.20 |
| Quality Assurance Specialists (Ammunition Surveillance) | 61 | <div><div></div><div></div><div></div></div> | | | | | 11 | 44 | 28 | 8 | 8 | +17 | -4 | 3.43 | 1.06 |
| Public Affairs and Communication Media | 162 | <div><div></div><div></div><div></div></div> | | | | | 18 | 31 | 20 | 23 | 9 | -8 | -11 | 3.27 | 1.24 |
| Transportation Management | 195 | <div><div></div><div></div><div></div></div> | | | | | 13 | 39 | 22 | 18 | 7 | -3 | +8 | 3.34 | 1.12 |
| Manpower and Force Management | 380 | <div><div></div><div></div><div></div></div> | | | | | 13 | 41 | 24 | 16 | 6 | -10 | -9 | 3.38 | 1.10 |
| Housing Management | 116 | <div><div></div><div></div><div></div></div> | | | | | 12 | 40 | 27 | 17 | 4 | -3 | +14 | 3.38 | 1.04 |
| Equal Employment Opportunity | 92 | <div><div></div><div></div><div></div></div> | | | | | 23 | 37 | 26 | 9 | 5 | -17 | +11 | 3.63 | 1.09 |
| Education Services | 101 | <div><div></div><div></div><div></div></div> | | | | | 19 | 31 | 24 | 17 | 10 | -10 | -17 | 3.32 | 1.23 |
| Training | 766 | <div><div></div><div></div><div></div></div> | | | | | 15 | 41 | 22 | 14 | 7 | -2 | -3 | 3.41 | 1.12 |
| Ammunition Management | 118 | <div><div></div><div></div><div></div></div> | | | | | 14 | 41 | 22 | 17 | 6 | -13 | +2 | 3.41 | 1.11 |
| Information Mission Area (IMA) | 959 | <div><div></div><div></div><div></div></div> | | | | | 14 | 40 | 23 | 18 | 5 | +3 | +1 | 3.40 | 1.09 |
| Intelligence (Excepted Services Only) | 500 | <div><div></div><div></div><div></div></div> | | | | | 8 | 40 | 25 | 18 | 9 | -9 | -1 | 3.20 | 1.10 |
| Military Personnel Management | 272 | <div><div></div><div></div><div></div></div> | | | | | 17 | 44 | 17 | 13 | 9 | -- | -- | 3.46 | 1.17 |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|---|----------------------------|----------------------------|------|------------|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | 1 | | | |
| LEADERSHIP and MANAGEMENT | | | | | | | | | | | | | | | |
| 2d. Managers/supervisors deal effectively with reports of prejudice and discrimination. | | | | | | | | | | | | | | | |
| Total Army | 19089 | 75%16%9% | | | | | 28 | 47 | 16 | 6 | 3 | -1 | 0 | 3.91 | 0.98 |
| Total Career Program | 9390 | 75%16%9% | | | | | 28 | 47 | 16 | 6 | 3 | -2 | +1 | 3.91 | 0.98 |
| Civilian Personnel Administration | 225 | 76%14%11% | | | | | 28 | 48 | 14 | 8 | 3 | -6 | -5 | 3.90 | 0.99 |
| Comptroller | 874 | 74%16%9% | | | | | 31 | 44 | 16 | 6 | 3 | -1 | -4 | 3.92 | 1.00 |
| Safety Management | 253 | 73%17%10% | | | | | 30 | 43 | 17 | 6 | 4 | 0 | -6 | 3.89 | 1.03 |
| Supply Management | 752 | 71%19%10% | | | | | 27 | 44 | 19 | 6 | 3 | -4 | -1 | 3.85 | 1.00 |
| Contracting and Acquisition | 425 | 75%15%10% | | | | | 26 | 48 | 15 | 7 | 3 | -5 | +3 | 3.87 | 0.99 |
| Quality and Reliability Assurance | 68 | 74%16%10% | | | | | 25 | 49 | 16 | 4 | 6 | +4 | +29 | 3.82 | 1.04 |
| Engineers and Scientists (Non-Construction) | 1016 | 76%18%6% | | | | | 28 | 48 | 18 | 4 | 2 | -4 | 0 | 3.97 | 0.89 |
| Materiel Maintenance Management | 813 | 77%14%9% | | | | | 30 | 47 | 14 | 6 | 3 | -3 | +4 | 3.95 | 0.98 |
| Engineers and Scientists (Construction) | 1267 | 79%13%7% | | | | | 29 | 50 | 13 | 5 | 3 | 0 | +4 | 3.98 | 0.93 |
| Security | 224 | 81%11%8% | | | | | 32 | 49 | 11 | 4 | 4 | -2 | +7 | 4.02 | 0.96 |
| Quality Assurance Specialists (Ammunition Surveillance) | 54 | 78%17%6% | | | | | 30 | 48 | 17 | 2 | 4 | +24 | +9 | 3.98 | 0.93 |
| Public Affairs and Communication Media | 148 | 71%20%9% | | | | | 26 | 45 | 20 | 5 | 3 | +3 | -5 | 3.84 | 0.98 |
| Transportation Management | 180 | 71%20%9% | | | | | 26 | 45 | 20 | 5 | 4 | -4 | +8 | 3.82 | 1.01 |
| Manpower and Force Management | 360 | 74%14%13% | | | | | 24 | 50 | 14 | 9 | 4 | -5 | +7 | 3.82 | 1.02 |
| Housing Management | 107 | 74%18%8% | | | | | 32 | 42 | 18 | 6 | 3 | 0 | +27 | 3.94 | 0.98 |
| Equal Employment Opportunity | 92 | 62%21%17% | | | | | 21 | 41 | 21 | 15 | 2 | -8 | +7 | 3.63 | 1.04 |
| Education Services | 90 | 73%13%13% | | | | | 32 | 41 | 13 | 9 | 4 | -1 | +10 | 3.88 | 1.09 |
| Training | 710 | 77%13%10% | | | | | 31 | 46 | 13 | 7 | 3 | -2 | +4 | 3.95 | 0.99 |
| Ammunition Management | 106 | 71%25%5% | | | | | 31 | 40 | 25 | 4 | 1 | -8 | -5 | 3.96 | 0.89 |
| Information Mission Area (IMA) | 878 | 72%19%9% | | | | | 25 | 46 | 19 | 5 | 4 | 0 | 0 | 3.84 | 1.00 |
| Intelligence (Excepted Services Only) | 443 | 75%14%11% | | | | | 24 | 51 | 14 | 6 | 5 | 0 | -3 | 3.83 | 1.02 |
| Military Personnel Management | 257 | 77%13%9% | | | | | 35 | 42 | 13 | 5 | 4 | -- | -- | 4.00 | 1.03 |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|--|--------|---|-----|-----|-----|-----|-------------------|----|----|----|---|----------------------------|----------------------------|------|------------|---|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 |
| LEADERSHIP and MANAGEMENT | | | | | | | | | | | | | | | | |
| 2e. Managers communicate the goals and priorities of the organization. | | | | | | | | | | | | | | | | |
| Total Army | 20587 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>72%15%13%</div> | | | | | 21 | 52 | 15 | 9 | 3 | -- | -- | 3.77 | 0.99 | |
| Total Career Program | 10254 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>72%15%13%</div> | | | | | 21 | 51 | 15 | 10 | 3 | -- | -- | 3.76 | 0.99 | |
| Civilian Personnel Administration | 244 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>81%11%8%</div> | | | | | 26 | 55 | 11 | 5 | 3 | -- | -- | 3.96 | 0.92 | |
| Comptroller | 962 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>75%13%12%</div> | | | | | 26 | 49 | 13 | 10 | 2 | -- | -- | 3.87 | 0.98 | |
| Safety Management | 271 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>75%17%8%</div> | | | | | 24 | 50 | 17 | 7 | 1 | -- | -- | 3.89 | 0.90 | |
| Supply Management | 810 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>73%16%11%</div> | | | | | 21 | 52 | 16 | 8 | 3 | -- | -- | 3.80 | 0.96 | |
| Contracting and Acquisition | 471 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>70%15%14%</div> | | | | | 15 | 55 | 15 | 11 | 3 | -- | -- | 3.68 | 0.97 | |
| Quality and Reliability Assurance | 78 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>72%13%15%</div> | | | | | 22 | 50 | 13 | 10 | 5 | -- | -- | 3.73 | 1.07 | |
| Engineers and Scientists (Non-Construction) | 1143 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>70%17%13%</div> | | | | | 17 | 52 | 17 | 10 | 3 | -- | -- | 3.71 | 0.98 | |
| Materiel Maintenance Management | 856 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>74%14%13%</div> | | | | | 22 | 51 | 14 | 10 | 3 | -- | -- | 3.81 | 0.98 | |
| Engineers and Scientists (Construction) | 1407 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>74%15%11%</div> | | | | | 19 | 55 | 15 | 8 | 3 | -- | -- | 3.79 | 0.94 | |
| Security | 235 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>70%16%14%</div> | | | | | 25 | 45 | 16 | 10 | 4 | -- | -- | 3.76 | 1.07 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 61 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>57%23%20%</div> | | | | | 18 | 39 | 23 | 18 | 2 | -- | -- | 3.54 | 1.03 | |
| Public Affairs and Communication Media | 162 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>70%10%20%</div> | | | | | 22 | 48 | 10 | 17 | 2 | -- | -- | 3.70 | 1.07 | |
| Transportation Management | 194 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>74%13%13%</div> | | | | | 16 | 58 | 13 | 10 | 3 | -- | -- | 3.73 | 0.95 | |
| Manpower and Force Management | 382 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>68%17%14%</div> | | | | | 20 | 48 | 17 | 10 | 4 | -- | -- | 3.70 | 1.04 | |
| Housing Management | 114 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>74%16%11%</div> | | | | | 20 | 54 | 16 | 6 | 4 | -- | -- | 3.79 | 0.98 | |
| Equal Employment Opportunity | 92 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>78%15%7%</div> | | | | | 21 | 58 | 15 | 4 | 2 | -- | -- | 3.90 | 0.85 | |
| Education Services | 100 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>72%15%13%</div> | | | | | 24 | 48 | 15 | 10 | 3 | -- | -- | 3.80 | 1.01 | |
| Training | 770 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>68%17%15%</div> | | | | | 20 | 48 | 17 | 11 | 4 | -- | -- | 3.70 | 1.03 | |
| Ammunition Management | 117 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>74%15%11%</div> | | | | | 28 | 45 | 15 | 8 | 3 | -- | -- | 3.87 | 1.02 | |
| Information Mission Area (IMA) | 955 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>70%16%13%</div> | | | | | 20 | 50 | 16 | 9 | 5 | -- | -- | 3.73 | 1.03 | |
| Intelligence (Excepted Services Only) | 500 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>64%17%19%</div> | | | | | 15 | 49 | 17 | 14 | 4 | -- | -- | 3.56 | 1.04 | |
| Military Personnel Management | 274 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>74%12%14%</div> | | | | | 27 | 46 | 12 | 10 | 4 | -- | -- | 3.83 | 1.06 | |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|---|--------|---|-----|-----|-----|-----|-------------------|---|---|---|---|----------------------------|----------------------------|------|------------|---|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 |
| LEADERSHIP and MANAGEMENT | | | | | | | | | | | | | | | | |
| 2f. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals. | | | | | | | | | | | | | | | | |
| Total Army | 20588 | <div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><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| | | | | | | | | | | | | | |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|---|--------|--|-----|-----|-----|-----|-------------------|----|----|----|---|----------------------------|----------------------------|------|------------|---|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 |
| LEADERSHIP and MANAGEMENT | | | | | | | | | | | | | | | | |
| 2g. Managers review and evaluate the organization's progress toward meeting its goals and objectives. | | | | | | | | | | | | | | | | |
| Total Army | 20363 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>72%17%11%</div> | | | | | 19 | 53 | 17 | 8 | 3 | -- | -- | 3.78 | 0.93 | |
| Total Career Program | 10152 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>72%17%11%</div> | | | | | 19 | 54 | 17 | 8 | 2 | -- | -- | 3.77 | 0.93 | |
| Civilian Personnel Administration | 244 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>75%18%6%</div> | | | | | 21 | 55 | 18 | 4 | 2 | -- | -- | 3.88 | 0.85 | |
| Comptroller | 952 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>73%16%11%</div> | | | | | 21 | 52 | 16 | 9 | 2 | -- | -- | 3.81 | 0.95 | |
| Safety Management | 271 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>77%15%7%</div> | | | | | 23 | 54 | 15 | 6 | 2 | -- | -- | 3.91 | 0.87 | |
| Supply Management | 807 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>74%16%10%</div> | | | | | 22 | 53 | 16 | 7 | 2 | -- | -- | 3.84 | 0.92 | |
| Contracting and Acquisition | 461 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>74%15%11%</div> | | | | | 17 | 57 | 15 | 9 | 2 | -- | -- | 3.78 | 0.90 | |
| Quality and Reliability Assurance | 75 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>76%9%15%</div> | | | | | 17 | 59 | 9 | 11 | 4 | -- | -- | 3.75 | 0.99 | |
| Engineers and Scientists (Non-Construction) | 1128 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>69%18%12%</div> | | | | | 16 | 53 | 18 | 9 | 3 | -- | -- | 3.70 | 0.95 | |
| Materiel Maintenance Management | 850 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>74%16%11%</div> | | | | | 19 | 54 | 16 | 8 | 2 | -- | -- | 3.80 | 0.92 | |
| Engineers and Scientists (Construction) | 1392 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>75%16%9%</div> | | | | | 18 | 57 | 16 | 7 | 2 | -- | -- | 3.81 | 0.88 | |
| Security | 235 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>75%16%9%</div> | | | | | 22 | 53 | 16 | 7 | 2 | -- | -- | 3.85 | 0.91 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 61 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>64%26%10%</div> | | | | | 20 | 44 | 26 | 7 | 3 | -- | -- | 3.70 | 0.96 | |
| Public Affairs and Communication Media | 162 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>73%15%12%</div> | | | | | 20 | 52 | 15 | 9 | 3 | -- | -- | 3.78 | 0.97 | |
| Transportation Management | 194 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>73%15%12%</div> | | | | | 17 | 56 | 15 | 10 | 2 | -- | -- | 3.76 | 0.92 | |
| Manpower and Force Management | 378 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>65%21%14%</div> | | | | | 13 | 51 | 21 | 12 | 2 | -- | -- | 3.61 | 0.94 | |
| Housing Management | 112 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>68%19%13%</div> | | | | | 18 | 50 | 19 | 12 | 2 | -- | -- | 3.71 | 0.95 | |
| Equal Employment Opportunity | 92 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>77%17%5%</div> | | | | | 16 | 61 | 17 | 5 | 0 | -- | -- | 3.88 | 0.73 | |
| Education Services | 99 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>77%10%13%</div> | | | | | 22 | 55 | 10 | 10 | 3 | -- | -- | 3.83 | 0.99 | |
| Training | 758 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>71%17%12%</div> | | | | | 19 | 52 | 17 | 10 | 3 | -- | -- | 3.75 | 0.96 | |
| Ammunition Management | 118 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>79%16%5%</div> | | | | | 26 | 53 | 16 | 3 | 2 | -- | -- | 3.98 | 0.84 | |
| Information Mission Area (IMA) | 942 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>67%20%13%</div> | | | | | 16 | 51 | 20 | 10 | 3 | -- | -- | 3.68 | 0.96 | |
| Intelligence (Excepted Services Only) | 496 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>69%19%13%</div> | | | | | 13 | 56 | 19 | 10 | 2 | -- | -- | 3.66 | 0.91 | |
| Military Personnel Management | 269 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>75%14%10%</div> | | | | | 28 | 47 | 14 | 7 | 3 | -- | -- | 3.89 | 1.00 | |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev |
|--|--------|--|-----|-----|-----|-----|-------------------|----|----|----|---|----------------------------|----------------------------|------|------------|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | 1 | | | |
| LEADERSHIP and MANAGEMENT | | | | | | | | | | | | | | | |
| 2h. There are generally good relationships between the union(s) and management here. | | | | | | | | | | | | | | | |
| Total Army | 15420 | <div><div></div><div></div><div></div></div> | | | | | 13 | 43 | 33 | 7 | 4 | -7 | -6 | 3.52 | 0.96 |
| Total Career Program | 7337 | <div><div></div><div></div><div></div></div> | | | | | 12 | 44 | 34 | 7 | 4 | -7 | -5 | 3.54 | 0.92 |
| Civilian Personnel Administration | 187 | <div><div></div><div></div><div></div></div> | | | | | 14 | 50 | 27 | 7 | 1 | -13 | -14 | 3.68 | 0.84 |
| Comptroller | 639 | <div><div></div><div></div><div></div></div> | | | | | 13 | 42 | 36 | 7 | 2 | -9 | -10 | 3.57 | 0.88 |
| Safety Management | 219 | <div><div></div><div></div><div></div></div> | | | | | 11 | 42 | 31 | 11 | 6 | -1 | -8 | 3.39 | 1.02 |
| Supply Management | 620 | <div><div></div><div></div><div></div></div> | | | | | 16 | 40 | 34 | 7 | 3 | -15 | -7 | 3.59 | 0.96 |
| Contracting and Acquisition | 364 | <div><div></div><div></div><div></div></div> | | | | | 13 | 44 | 37 | 4 | 3 | -10 | -10 | 3.60 | 0.86 |
| Quality and Reliability Assurance | 60 | <div><div></div><div></div><div></div></div> | | | | | 12 | 50 | 27 | 5 | 7 | -2 | +9 | 3.55 | 0.99 |
| Engineers and Scientists (Non-Construction) | 757 | <div><div></div><div></div><div></div></div> | | | | | 11 | 43 | 34 | 8 | 4 | -4 | -1 | 3.50 | 0.92 |
| Materiel Maintenance Management | 704 | <div><div></div><div></div><div></div></div> | | | | | 12 | 49 | 31 | 6 | 3 | -4 | -5 | 3.61 | 0.87 |
| Engineers and Scientists (Construction) | 977 | <div><div></div><div></div><div></div></div> | | | | | 11 | 48 | 31 | 7 | 3 | -5 | -3 | 3.57 | 0.88 |
| Security | 168 | <div><div></div><div></div><div></div></div> | | | | | 13 | 40 | 33 | 7 | 7 | -18 | +2 | 3.45 | 1.03 |
| Quality Assurance Specialists (Ammunition Surveillance) | 45 | <div><div></div><div></div><div></div></div> | | | | | 11 | 36 | 42 | 4 | 7 | +13 | -24 | 3.40 | 0.98 |
| Public Affairs and Communication Media | 123 | <div><div></div><div></div><div></div></div> | | | | | 12 | 40 | 36 | 6 | 7 | -7 | -2 | 3.46 | 1.00 |
| Transportation Management | 158 | <div><div></div><div></div><div></div></div> | | | | | 10 | 52 | 24 | 7 | 7 | -3 | +17 | 3.51 | 1.00 |
| Manpower and Force Management | 274 | <div><div></div><div></div><div></div></div> | | | | | 11 | 43 | 36 | 7 | 4 | -11 | -2 | 3.51 | 0.91 |
| Housing Management | 92 | <div><div></div><div></div><div></div></div> | | | | | 10 | 49 | 34 | 4 | 3 | -1 | +4 | 3.58 | 0.85 |
| Equal Employment Opportunity | 77 | <div><div></div><div></div><div></div></div> | | | | | 10 | 40 | 36 | 9 | 4 | -9 | -9 | 3.44 | 0.93 |
| Education Services | 71 | <div><div></div><div></div><div></div></div> | | | | | 20 | 37 | 30 | 8 | 6 | -9 | -15 | 3.56 | 1.07 |
| Training | 571 | <div><div></div><div></div><div></div></div> | | | | | 10 | 46 | 34 | 6 | 4 | -4 | +1 | 3.53 | 0.90 |
| Ammunition Management | 100 | <div><div></div><div></div><div></div></div> | | | | | 15 | 42 | 27 | 11 | 5 | -17 | -24 | 3.51 | 1.03 |
| Information Mission Area (IMA) | 681 | <div><div></div><div></div><div></div></div> | | | | | 13 | 42 | 37 | 5 | 4 | -5 | -6 | 3.54 | 0.91 |
| Intelligence (Excepted Services Only) | 215 | <div><div></div><div></div><div></div></div> | | | | | 5 | 31 | 53 | 6 | 5 | -19 | -14 | 3.25 | 0.85 |
| Military Personnel Management | 201 | <div><div></div><div></div><div></div></div> | | | | | 16 | 40 | 34 | 5 | 4 | -- | -- | 3.60 | 0.96 |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Military | Civilian |
|---|--------|----------|----------|
| SUPERVISION | | | |
| 3. Is your immediate supervisor military or civilian? | | | |
| Total Army | 18287 | 25% | 75% |
| Total Career Program | 9149 | 22% | 78% |
| Civilian Personnel Administration | 225 | 13% | 87% |
| Comptroller | 877 | 22% | 78% |
| Safety Management | 231 | 44% | 56% |
| Supply Management | 733 | 22% | 78% |
| Contracting and Acquisition | 418 | 10% | 90% |
| Quality and Reliability Assurance | 63 | 19% | 81% |
| Engineers and Scientists (Non-Construction) | 1002 | 13% | 87% |
| Materiel Maintenance Management | 759 | 19% | 81% |
| Engineers and Scientists (Construction) | 1277 | 8% | 92% |
| Security | 214 | 30% | 70% |
| Quality Assurance Specialists (Ammunition Surveillance) | 55 | 13% | 87% |
| Public Affairs and Communication Media | 146 | 48% | 52% |
| Transportation Management | 174 | 19% | 81% |
| Manpower and Force Management | 337 | 27% | 73% |
| Housing Management | 96 | 1% | 99% |
| Equal Employment Opportunity | 83 | 31% | 69% |
| Education Services | 90 | 28% | 72% |
| Training | 678 | 36% | 64% |
| Ammunition Management | 98 | 16% | 84% |
| Information Mission Area (IMA) | 858 | 25% | 75% |
| Intelligence (Excepted Services Only) | 439 | 37% | 63% |
| Military Personnel Management | 248 | 36% | 64% |



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|---|--------|--|-----|-----|-----|-----|-------------------|----|----|----|---|----------------------------|----------------------------|------|------------|---|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 |
| SUPERVISION | | | | | | | | | | | | | | | | |
| 4a. Discussions with my supervisor/team leader about my performance are worthwhile. | | | | | | | | | | | | | | | | |
| Total Army | 20355 | <div><div></div><div></div><div></div><div></div><div></div></div> 71%15%14% | | | | | 28 | 44 | 15 | 9 | 5 | +6 | +6 | 3.80 | 1.09 | |
| Total Career Program | 10124 | <div><div></div><div></div><div></div><div></div><div></div></div> 71%15%14% | | | | | 27 | 44 | 15 | 9 | 5 | +5 | +6 | 3.79 | 1.08 | |
| Civilian Personnel Administration | 243 | <div><div></div><div></div><div></div><div></div><div></div></div> 72%17%11% | | | | | 26 | 46 | 17 | 7 | 4 | +6 | +10 | 3.83 | 1.01 | |
| Comptroller | 939 | <div><div></div><div></div><div></div><div></div><div></div></div> 72%14%14% | | | | | 29 | 42 | 14 | 9 | 4 | +5 | +2 | 3.83 | 1.09 | |
| Safety Management | 269 | <div><div></div><div></div><div></div><div></div><div></div></div> 77%12%12% | | | | | 33 | 43 | 12 | 8 | 3 | +12 | +7 | 3.96 | 1.04 | |
| Supply Management | 804 | <div><div></div><div></div><div></div><div></div><div></div></div> 71%14%15% | | | | | 29 | 42 | 14 | 10 | 6 | +1 | +7 | 3.78 | 1.13 | |
| Contracting and Acquisition | 465 | <div><div></div><div></div><div></div><div></div><div></div></div> 68%18%14% | | | | | 25 | 43 | 18 | 9 | 5 | +5 | +3 | 3.75 | 1.07 | |
| Quality and Reliability Assurance | 77 | <div><div></div><div></div><div></div><div></div><div></div></div> 77%12%12% | | | | | 23 | 53 | 12 | 9 | 3 | +3 | +37 | 3.86 | 0.96 | |
| Engineers and Scientists (Non-Construction) | 1124 | <div><div></div><div></div><div></div><div></div><div></div></div> 71%16%13% | | | | | 23 | 48 | 16 | 8 | 4 | +5 | +7 | 3.78 | 1.03 | |
| Materiel Maintenance Management | 844 | <div><div></div><div></div><div></div><div></div><div></div></div> 71%16%13% | | | | | 28 | 43 | 16 | 9 | 4 | +6 | +10 | 3.82 | 1.06 | |
| Engineers and Scientists (Construction) | 1397 | <div><div></div><div></div><div></div><div></div><div></div></div> 70%16%14% | | | | | 23 | 48 | 16 | 9 | 5 | +5 | +5 | 3.75 | 1.06 | |
| Security | 235 | <div><div></div><div></div><div></div><div></div><div></div></div> 71%14%15% | | | | | 33 | 37 | 14 | 9 | 6 | +4 | -4 | 3.83 | 1.17 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 60 | <div><div></div><div></div><div></div><div></div><div></div></div> 67%20%13% | | | | | 23 | 43 | 20 | 8 | 5 | +7 | +22 | 3.72 | 1.07 | |
| Public Affairs and Communication Media | 161 | <div><div></div><div></div><div></div><div></div><div></div></div> 65%15%20% | | | | | 24 | 42 | 15 | 13 | 7 | +6 | -4 | 3.62 | 1.17 | |
| Transportation Management | 189 | <div><div></div><div></div><div></div><div></div><div></div></div> 70%14%16% | | | | | 23 | 47 | 14 | 11 | 5 | +6 | +7 | 3.73 | 1.08 | |
| Manpower and Force Management | 378 | <div><div></div><div></div><div></div><div></div><div></div></div> 71%17%12% | | | | | 24 | 47 | 17 | 8 | 4 | +1 | +1 | 3.78 | 1.03 | |
| Housing Management | 112 | <div><div></div><div></div><div></div><div></div><div></div></div> 67%16%17% | | | | | 24 | 43 | 16 | 13 | 4 | +3 | +17 | 3.70 | 1.10 | |
| Equal Employment Opportunity | 90 | <div><div></div><div></div><div></div><div></div><div></div></div> 78%10%12% | | | | | 41 | 37 | 10 | 10 | 2 | -3 | +9 | 4.04 | 1.05 | |
| Education Services | 96 | <div><div></div><div></div><div></div><div></div><div></div></div> 72%13%16% | | | | | 24 | 48 | 13 | 13 | 3 | +7 | +7 | 3.77 | 1.05 | |
| Training | 762 | <div><div></div><div></div><div></div><div></div><div></div></div> 71%14%15% | | | | | 28 | 43 | 14 | 9 | 6 | +2 | +6 | 3.78 | 1.12 | |
| Ammunition Management | 118 | <div><div></div><div></div><div></div><div></div><div></div></div> 79%8%14% | | | | | 25 | 53 | 8 | 11 | 3 | +3 | +4 | 3.88 | 0.99 | |
| Information Mission Area (IMA) | 943 | <div><div></div><div></div><div></div><div></div><div></div></div> 69%18%14% | | | | | 27 | 42 | 18 | 9 | 5 | +7 | +5 | 3.77 | 1.09 | |
| Intelligence (Excepted Services Only) | 493 | <div><div></div><div></div><div></div><div></div><div></div></div> 70%17%13% | | | | | 28 | 42 | 17 | 8 | 4 | +10 | +9 | 3.81 | 1.06 | |
| Military Personnel Management | 271 | <div><div></div><div></div><div></div><div></div><div></div></div> 73%11%16% | | | | | 33 | 39 | 11 | 9 | 7 | -- | -- | 3.83 | 1.18 | |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|---|--------|---------------------------------|-----|-----|-----|-----|-------------------|----|----|---|---|----------------------------|----------------------------|------|------------|---|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 |
| SUPERVISION | | | | | | | | | | | | | | | | |
| 4b. My supervisor supports my need to balance work and family issues. | | | | | | | | | | | | | | | | |
| Total Army | 20420 | <div><div></div></div> 83%10%7% | | | | | 41 | 42 | 10 | 4 | 3 | -- | -- | 4.13 | 0.96 | |
| Total Career Program | 10179 | <div><div></div></div> 84%10%7% | | | | | 42 | 42 | 10 | 4 | 3 | -- | -- | 4.16 | 0.94 | |
| Civilian Personnel Administration | 243 | <div><div></div></div> 83%9%8% | | | | | 39 | 44 | 9 | 6 | 2 | -- | -- | 4.12 | 0.95 | |
| Comptroller | 959 | <div><div></div></div> 83%9%8% | | | | | 44 | 40 | 9 | 5 | 3 | -- | -- | 4.16 | 0.98 | |
| Safety Management | 267 | <div><div></div></div> 84%9%7% | | | | | 45 | 39 | 9 | 5 | 1 | -- | -- | 4.21 | 0.92 | |
| Supply Management | 810 | <div><div></div></div> 81%12%7% | | | | | 38 | 43 | 12 | 4 | 3 | -- | -- | 4.09 | 0.97 | |
| Contracting and Acquisition | 465 | <div><div></div></div> 83%10%7% | | | | | 39 | 44 | 10 | 4 | 3 | -- | -- | 4.13 | 0.95 | |
| Quality and Reliability Assurance | 76 | <div><div></div></div> 83%9%8% | | | | | 41 | 42 | 9 | 4 | 4 | -- | -- | 4.12 | 1.00 | |
| Engineers and Scientists (Non-Construction) | 1128 | <div><div></div></div> 86%10%5 | | | | | 43 | 43 | 10 | 3 | 2 | -- | -- | 4.22 | 0.87 | |
| Materiel Maintenance Management | 850 | <div><div></div></div> 83%10%8% | | | | | 38 | 44 | 10 | 4 | 3 | -- | -- | 4.10 | 0.97 | |
| Engineers and Scientists (Construction) | 1401 | <div><div></div></div> 86%8%5 | | | | | 44 | 42 | 8 | 3 | 3 | -- | -- | 4.22 | 0.91 | |
| Security | 237 | <div><div></div></div> 78%15%7% | | | | | 46 | 32 | 15 | 3 | 3 | -- | -- | 4.14 | 1.02 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 60 | <div><div></div></div> 77%15%8% | | | | | 40 | 37 | 15 | 7 | 2 | -- | -- | 4.07 | 0.98 | |
| Public Affairs and Communication Media | 161 | <div><div></div></div> 80%7%12% | | | | | 39 | 41 | 7 | 8 | 4 | -- | -- | 4.02 | 1.09 | |
| Transportation Management | 188 | <div><div></div></div> 83%12%5 | | | | | 35 | 48 | 12 | 3 | 3 | -- | -- | 4.10 | 0.90 | |
| Manpower and Force Management | 379 | <div><div></div></div> 84%9%7% | | | | | 39 | 46 | 9 | 5 | 2 | -- | -- | 4.14 | 0.90 | |
| Housing Management | 113 | <div><div></div></div> 80%12%8% | | | | | 45 | 35 | 12 | 6 | 2 | -- | -- | 4.15 | 0.98 | |
| Equal Employment Opportunity | 91 | <div><div></div></div> 86%8%7% | | | | | 49 | 36 | 8 | 4 | 2 | -- | -- | 4.26 | 0.94 | |
| Education Services | 98 | <div><div></div></div> 84%12%4 | | | | | 39 | 45 | 12 | 3 | 1 | -- | -- | 4.17 | 0.83 | |
| Training | 763 | <div><div></div></div> 81%10%8% | | | | | 41 | 40 | 10 | 4 | 4 | -- | -- | 4.11 | 1.01 | |
| Ammunition Management | 116 | <div><div></div></div> 89%10% | | | | | 41 | 48 | 10 | 0 | 1 | -- | -- | 4.28 | 0.71 | |
| Information Mission Area (IMA) | 951 | <div><div></div></div> 82%12%6 | | | | | 39 | 43 | 12 | 3 | 3 | -- | -- | 4.12 | 0.94 | |
| Intelligence (Excepted Services Only) | 497 | <div><div></div></div> 85%9%6 | | | | | 43 | 42 | 9 | 3 | 2 | -- | -- | 4.20 | 0.90 | |
| Military Personnel Management | 272 | <div><div></div></div> 86%7%7% | | | | | 45 | 41 | 7 | 4 | 3 | -- | -- | 4.21 | 0.94 | |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|--|--------|--|-----|-----|-----|-----|-------------------|----|----|----|---|----------------------------|----------------------------|------|------------|--|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | 1 | | | | |
| SUPERVISION | | | | | | | | | | | | | | | | |
| 4c. Supervisors/team leaders in my work unit support employee development. | | | | | | | | | | | | | | | | |
| Total Army | 20473 | <div><div></div><div></div><div></div><div></div><div></div></div> 80%11%9% | | | | | 33 | 47 | 11 | 6 | 3 | +1 | +1 | 4.02 | 0.97 | |
| Total Career Program | 10204 | <div><div></div><div></div><div></div><div></div><div></div></div> 82%10%8% | | | | | 35 | 48 | 10 | 5 | 2 | +1 | +1 | 4.07 | 0.93 | |
| Civilian Personnel Administration | 243 | <div><div></div><div></div><div></div><div></div><div></div></div> 86%9%6% | | | | | 39 | 47 | 9 | 5 | 1 | -1 | -2 | 4.18 | 0.86 | |
| Comptroller | 957 | <div><div></div><div></div><div></div><div></div><div></div></div> 84%10%7% | | | | | 38 | 45 | 10 | 4 | 3 | +2 | -1 | 4.13 | 0.93 | |
| Safety Management | 270 | <div><div></div><div></div><div></div><div></div><div></div></div> 77%14%9% | | | | | 33 | 44 | 14 | 6 | 2 | 0 | -5 | 4.00 | 0.96 | |
| Supply Management | 811 | <div><div></div><div></div><div></div><div></div><div></div></div> 80%12%8% | | | | | 35 | 44 | 12 | 5 | 3 | -1 | +1 | 4.04 | 0.98 | |
| Contracting and Acquisition | 465 | <div><div></div><div></div><div></div><div></div><div></div></div> 85%8%6% | | | | | 38 | 47 | 8 | 5 | 2 | -7 | -1 | 4.15 | 0.89 | |
| Quality and Reliability Assurance | 77 | <div><div></div><div></div><div></div><div></div><div></div></div> 87%8%5% | | | | | 40 | 47 | 8 | 4 | 1 | +19 | +35 | 4.21 | 0.84 | |
| Engineers and Scientists (Non-Construction) | 1134 | <div><div></div><div></div><div></div><div></div><div></div></div> 88%7%5% | | | | | 36 | 52 | 7 | 3 | 1 | +1 | +3 | 4.18 | 0.80 | |
| Materiel Maintenance Management | 848 | <div><div></div><div></div><div></div><div></div><div></div></div> 83%10%7% | | | | | 35 | 48 | 10 | 5 | 2 | -1 | +1 | 4.09 | 0.89 | |
| Engineers and Scientists (Construction) | 1403 | <div><div></div><div></div><div></div><div></div><div></div></div> 86%8%6% | | | | | 37 | 49 | 8 | 4 | 2 | +2 | +3 | 4.15 | 0.88 | |
| Security | 237 | <div><div></div><div></div><div></div><div></div><div></div></div> 75%15%10% | | | | | 34 | 41 | 15 | 8 | 3 | -6 | -6 | 3.96 | 1.01 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 61 | <div><div></div><div></div><div></div><div></div><div></div></div> 77%18%5% | | | | | 28 | 49 | 18 | 2 | 3 | +16 | +2 | 3.97 | 0.90 | |
| Public Affairs and Communication Media | 163 | <div><div></div><div></div><div></div><div></div><div></div></div> 75%10%15% | | | | | 29 | 46 | 10 | 10 | 5 | +4 | +1 | 3.85 | 1.10 | |
| Transportation Management | 193 | <div><div></div><div></div><div></div><div></div><div></div></div> 78%10%11% | | | | | 27 | 51 | 10 | 6 | 5 | +4 | 0 | 3.89 | 1.04 | |
| Manpower and Force Management | 381 | <div><div></div><div></div><div></div><div></div><div></div></div> 81%11%8% | | | | | 31 | 50 | 11 | 7 | 2 | +1 | +5 | 4.01 | 0.92 | |
| Housing Management | 113 | <div><div></div><div></div><div></div><div></div><div></div></div> 73%17%11% | | | | | 32 | 41 | 17 | 4 | 6 | -2 | +9 | 3.88 | 1.10 | |
| Equal Employment Opportunity | 92 | <div><div></div><div></div><div></div><div></div><div></div></div> 85%411% | | | | | 48 | 37 | 4 | 8 | 3 | 0 | +10 | 4.18 | 1.04 | |
| Education Services | 97 | <div><div></div><div></div><div></div><div></div><div></div></div> 80%11%8% | | | | | 32 | 48 | 11 | 3 | 5 | +5 | +5 | 3.99 | 1.01 | |
| Training | 763 | <div><div></div><div></div><div></div><div></div><div></div></div> 79%12%9% | | | | | 33 | 47 | 12 | 6 | 3 | +2 | +1 | 4.00 | 0.97 | |
| Ammunition Management | 118 | <div><div></div><div></div><div></div><div></div><div></div></div> 86%8%6% | | | | | 36 | 49 | 8 | 6 | 0 | -5 | -8 | 4.16 | 0.81 | |
| Information Mission Area (IMA) | 951 | <div><div></div><div></div><div></div><div></div><div></div></div> 80%11%9% | | | | | 29 | 50 | 11 | 6 | 3 | +8 | +3 | 3.97 | 0.96 | |
| Intelligence (Excepted Services Only) | 501 | <div><div></div><div></div><div></div><div></div><div></div></div> 77%14%9% | | | | | 30 | 48 | 14 | 6 | 2 | +3 | +4 | 3.96 | 0.95 | |
| Military Personnel Management | 272 | <div><div></div><div></div><div></div><div></div><div></div></div> 81%10%9% | | | | | 40 | 41 | 10 | 6 | 4 | -- | -- | 4.08 | 1.02 | |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|---|--------|---|-----|-----|-----|-----|-------------------|---|---|---|---|----------------------------|----------------------------|------|------------|--|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | 1 | | | | |
| SUPERVISION | | | | | | | | | | | | | | | | |
| 4d. Overall, my immediate supervisor/team leader is doing a good job. | | | | | | | | | | | | | | | | |
| Total Army | 20489 | <div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><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| | | | | | | | | | | | | | |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev |
|---|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|---|----------------------------|----------------------------|------|------------|
| | | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | |
| SUPERVISION | | | | | | | | | | | | | | | | |
| 4e. I have trust and confidence in my supervisor. | | | | | | | | | | | | | | | | |
| | Total Army | 20515 | 73%13%13% | | | | | 37 | 37 | 13 | 8 | 6 | -- | -- | 3.91 | 1.14 |
| | Total Career Program | 10219 | 74%13%13% | | | | | 37 | 37 | 13 | 7 | 5 | -- | -- | 3.93 | 1.12 |
| | Civilian Personnel Administration | 242 | 74%14%12% | | | | | 36 | 38 | 14 | 8 | 3 | -- | -- | 3.95 | 1.07 |
| | Comptroller | 960 | 74%12%13% | | | | | 40 | 34 | 12 | 8 | 5 | -- | -- | 3.97 | 1.14 |
| | Safety Management | 271 | 80%7%13% | | | | | 43 | 37 | 7 | 7 | 6 | -- | -- | 4.05 | 1.13 |
| | Supply Management | 810 | 71%14%15% | | | | | 36 | 36 | 14 | 9 | 6 | -- | -- | 3.85 | 1.18 |
| | Contracting and Acquisition | 470 | 71%16%13% | | | | | 35 | 36 | 16 | 8 | 5 | -- | -- | 3.88 | 1.13 |
| | Quality and Reliability Assurance | 78 | 73%17%10% | | | | | 33 | 40 | 17 | 6 | 4 | -- | -- | 3.92 | 1.05 |
| | Engineers and Scientists (Non-Construction) | 1134 | 76%13%10% | | | | | 36 | 41 | 13 | 7 | 4 | -- | -- | 3.98 | 1.04 |
| | Materiel Maintenance Management | 851 | 74%13%13% | | | | | 37 | 37 | 13 | 7 | 6 | -- | -- | 3.92 | 1.15 |
| | Engineers and Scientists (Construction) | 1406 | 78%12%10% | | | | | 39 | 39 | 12 | 6 | 5 | -- | -- | 4.03 | 1.07 |
| | Security | 236 | 76%11%13% | | | | | 41 | 35 | 11 | 6 | 7 | -- | -- | 3.97 | 1.18 |
| | Quality Assurance Specialists (Ammunition Surveillance) | 61 | 69%15%16% | | | | | 26 | 43 | 15 | 13 | 3 | -- | -- | 3.75 | 1.08 |
| | Public Affairs and Communication Media | 162 | 69%17%14% | | | | | 33 | 35 | 17 | 7 | 7 | -- | -- | 3.81 | 1.17 |
| | Transportation Management | 192 | 70%17%14% | | | | | 33 | 37 | 17 | 9 | 4 | -- | -- | 3.85 | 1.11 |
| | Manpower and Force Management | 381 | 74%11%15% | | | | | 37 | 37 | 11 | 9 | 6 | -- | -- | 3.91 | 1.16 |
| | Housing Management | 112 | 65%20%15% | | | | | 32 | 33 | 20 | 7 | 8 | -- | -- | 3.74 | 1.21 |
| | Equal Employment Opportunity | 91 | 77%11%12% | | | | | 46 | 31 | 11 | 5 | 7 | -- | -- | 4.04 | 1.18 |
| | Education Services | 97 | 73%12%14% | | | | | 37 | 36 | 12 | 8 | 6 | -- | -- | 3.90 | 1.17 |
| | Training | 765 | 72%14%14% | | | | | 37 | 35 | 14 | 8 | 6 | -- | -- | 3.88 | 1.17 |
| | Ammunition Management | 118 | 74%13%14% | | | | | 37 | 36 | 13 | 9 | 4 | -- | -- | 3.93 | 1.12 |
| | Information Mission Area (IMA) | 956 | 70%17%13% | | | | | 35 | 35 | 17 | 8 | 5 | -- | -- | 3.87 | 1.13 |
| | Intelligence (Excepted Services Only) | 499 | 75%13%12% | | | | | 36 | 39 | 13 | 8 | 4 | -- | -- | 3.96 | 1.08 |
| | Military Personnel Management | 273 | 74%11%14% | | | | | 38 | 37 | 11 | 8 | 6 | -- | -- | 3.92 | 1.17 |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|--|--------|--|-----|-----|-----|-----|-------------------|----|----|----|---|----------------------------|----------------------------|------|------------|---|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 |
| SUPERVISION | | | | | | | | | | | | | | | | |
| 4f. My supervisor/team leader listens to what I have to say. | | | | | | | | | | | | | | | | |
| Total Army | 20504 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>78%12%11%</div> | | | | | 38 | 40 | 12 | 6 | 5 | -- | -- | 4.01 | 1.07 | |
| Total Career Program | 10215 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>79%11%10%</div> | | | | | 39 | 40 | 11 | 6 | 4 | -- | -- | 4.04 | 1.05 | |
| Civilian Personnel Administration | 244 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>81%10%9%</div> | | | | | 36 | 45 | 10 | 6 | 3 | -- | -- | 4.05 | 0.99 | |
| Comptroller | 962 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>81%9%10%</div> | | | | | 42 | 39 | 9 | 6 | 4 | -- | -- | 4.08 | 1.06 | |
| Safety Management | 271 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>81%9%10%</div> | | | | | 44 | 37 | 9 | 6 | 4 | -- | -- | 4.11 | 1.06 | |
| Supply Management | 809 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>77%11%12%</div> | | | | | 37 | 40 | 11 | 7 | 5 | -- | -- | 3.96 | 1.11 | |
| Contracting and Acquisition | 466 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>76%14%10%</div> | | | | | 34 | 42 | 14 | 6 | 4 | -- | -- | 3.97 | 1.04 | |
| Quality and Reliability Assurance | 78 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>83%9%8%</div> | | | | | 37 | 46 | 9 | 4 | 4 | -- | -- | 4.09 | 0.98 | |
| Engineers and Scientists (Non-Construction) | 1134 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>80%12%8%</div> | | | | | 37 | 43 | 12 | 4 | 4 | -- | -- | 4.05 | 1.00 | |
| Materiel Maintenance Management | 853 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>79%12%10%</div> | | | | | 38 | 41 | 12 | 6 | 4 | -- | -- | 4.03 | 1.03 | |
| Engineers and Scientists (Construction) | 1405 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>82%10%8%</div> | | | | | 40 | 42 | 10 | 4 | 4 | -- | -- | 4.11 | 1.00 | |
| Security | 237 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>78%10%12%</div> | | | | | 42 | 36 | 10 | 7 | 5 | -- | -- | 4.03 | 1.12 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 60 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>73%17%10%</div> | | | | | 32 | 42 | 17 | 10 | 0 | -- | -- | 3.95 | 0.94 | |
| Public Affairs and Communication Media | 162 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>73%14%12%</div> | | | | | 36 | 38 | 14 | 9 | 3 | -- | -- | 3.94 | 1.07 | |
| Transportation Management | 192 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>79%13%9%</div> | | | | | 32 | 46 | 13 | 6 | 3 | -- | -- | 3.99 | 0.98 | |
| Manpower and Force Management | 381 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>78%10%12%</div> | | | | | 39 | 40 | 10 | 8 | 4 | -- | -- | 4.02 | 1.07 | |
| Housing Management | 113 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>72%16%12%</div> | | | | | 37 | 35 | 16 | 7 | 5 | -- | -- | 3.91 | 1.13 | |
| Equal Employment Opportunity | 92 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>82%9%10%</div> | | | | | 50 | 32 | 9 | 3 | 7 | -- | -- | 4.15 | 1.13 | |
| Education Services | 98 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>78%11%11%</div> | | | | | 41 | 37 | 11 | 9 | 2 | -- | -- | 4.05 | 1.03 | |
| Training | 769 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>77%11%12%</div> | | | | | 39 | 37 | 11 | 6 | 6 | -- | -- | 3.98 | 1.13 | |
| Ammunition Management | 118 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>80%11%9%</div> | | | | | 38 | 42 | 11 | 8 | 1 | -- | -- | 4.08 | 0.95 | |
| Information Mission Area (IMA) | 946 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>77%13%10%</div> | | | | | 37 | 40 | 13 | 5 | 5 | -- | -- | 4.00 | 1.06 | |
| Intelligence (Excepted Services Only) | 499 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>80%12%8%</div> | | | | | 39 | 41 | 12 | 5 | 4 | -- | -- | 4.07 | 1.01 | |
| Military Personnel Management | 272 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>78%11%12%</div> | | | | | 43 | 35 | 11 | 7 | 5 | -- | -- | 4.04 | 1.12 | |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|--|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|---|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 |
| TRAINING and DEVELOPMENT | | | | | | | | | | | | | | | | |
| 5a. The Army invests adequate resources for training and developing its civilian work force. | | | | | | | | | | | | | | | | |
| Total Army | 20176 | <div><div></div><div></div><div></div></div> | | | | | 14 | 45 | 16 | 19 | 7 | -- | -- | 3.40 | 1.15 | |
| Total Career Program | 10066 | <div><div></div><div></div><div></div></div> | | | | | 15 | 45 | 14 | 19 | 7 | -- | -- | 3.42 | 1.15 | |
| Civilian Personnel Administration | 239 | <div><div></div><div></div><div></div></div> | | | | | 19 | 45 | 12 | 20 | 4 | -- | -- | 3.55 | 1.13 | |
| Comptroller | 942 | <div><div></div><div></div><div></div></div> | | | | | 19 | 47 | 12 | 16 | 6 | -- | -- | 3.57 | 1.13 | |
| Safety Management | 269 | <div><div></div><div></div><div></div></div> | | | | | 16 | 42 | 13 | 20 | 9 | -- | -- | 3.35 | 1.22 | |
| Supply Management | 800 | <div><div></div><div></div><div></div></div> | | | | | 15 | 48 | 14 | 18 | 5 | -- | -- | 3.51 | 1.10 | |
| Contracting and Acquisition | 465 | <div><div></div><div></div><div></div></div> | | | | | 20 | 53 | 11 | 13 | 3 | -- | -- | 3.72 | 1.02 | |
| Quality and Reliability Assurance | 77 | <div><div></div><div></div><div></div></div> | | | | | 23 | 38 | 10 | 19 | 9 | -- | -- | 3.47 | 1.29 | |
| Engineers and Scientists (Non-Construction) | 1115 | <div><div></div><div></div><div></div></div> | | | | | 22 | 49 | 12 | 14 | 3 | -- | -- | 3.73 | 1.06 | |
| Materiel Maintenance Management | 840 | <div><div></div><div></div><div></div></div> | | | | | 19 | 45 | 15 | 15 | 6 | -- | -- | 3.54 | 1.14 | |
| Engineers and Scientists (Construction) | 1387 | <div><div></div><div></div><div></div></div> | | | | | 13 | 50 | 13 | 17 | 6 | -- | -- | 3.48 | 1.11 | |
| Security | 232 | <div><div></div><div></div><div></div></div> | | | | | 10 | 38 | 19 | 25 | 9 | -- | -- | 3.17 | 1.16 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 59 | <div><div></div><div></div><div></div></div> | | | | | 17 | 29 | 27 | 19 | 8 | -- | -- | 3.27 | 1.19 | |
| Public Affairs and Communication Media | 160 | <div><div></div><div></div><div></div></div> | | | | | 11 | 31 | 18 | 30 | 11 | -- | -- | 2.99 | 1.22 | |
| Transportation Management | 190 | <div><div></div><div></div><div></div></div> | | | | | 11 | 38 | 14 | 24 | 13 | -- | -- | 3.09 | 1.25 | |
| Manpower and Force Management | 374 | <div><div></div><div></div><div></div></div> | | | | | 7 | 40 | 18 | 24 | 10 | -- | -- | 3.10 | 1.15 | |
| Housing Management | 112 | <div><div></div><div></div><div></div></div> | | | | | 8 | 39 | 21 | 24 | 8 | -- | -- | 3.15 | 1.12 | |
| Equal Employment Opportunity | 90 | <div><div></div><div></div><div></div></div> | | | | | 13 | 41 | 13 | 23 | 9 | -- | -- | 3.27 | 1.21 | |
| Education Services | 96 | <div><div></div><div></div><div></div></div> | | | | | 6 | 46 | 16 | 17 | 16 | -- | -- | 3.10 | 1.22 | |
| Training | 759 | <div><div></div><div></div><div></div></div> | | | | | 12 | 44 | 14 | 22 | 8 | -- | -- | 3.32 | 1.16 | |
| Ammunition Management | 118 | <div><div></div><div></div><div></div></div> | | | | | 19 | 51 | 13 | 13 | 5 | -- | -- | 3.65 | 1.08 | |
| Information Mission Area (IMA) | 935 | <div><div></div><div></div><div></div></div> | | | | | 10 | 39 | 18 | 24 | 9 | -- | -- | 3.18 | 1.17 | |
| Intelligence (Excepted Services Only) | 484 | <div><div></div><div></div><div></div></div> | | | | | 7 | 38 | 16 | 29 | 10 | -- | -- | 3.03 | 1.17 | |
| Military Personnel Management | 270 | <div><div></div><div></div><div></div></div> | | | | | 10 | 41 | 17 | 21 | 12 | -- | -- | 3.15 | 1.21 | |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|---|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|---|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 |
| TRAINING and DEVELOPMENT | | | | | | | | | | | | | | | | |
| 5b. My training needs are assessed. | | | | | | | | | | | | | | | | |
| Total Army | 20241 | <div><div></div><div></div><div></div></div> | | | | | 12 | 44 | 21 | 19 | 5 | -- | -- | 3.37 | 1.08 | |
| Total Career Program | 10097 | <div><div></div><div></div><div></div></div> | | | | | 12 | 44 | 20 | 18 | 5 | -- | -- | 3.39 | 1.07 | |
| Civilian Personnel Administration | 239 | <div><div></div><div></div><div></div></div> | | | | | 15 | 47 | 20 | 15 | 3 | -- | -- | 3.54 | 1.03 | |
| Comptroller | 949 | <div><div></div><div></div><div></div></div> | | | | | 16 | 46 | 17 | 17 | 4 | -- | -- | 3.51 | 1.08 | |
| Safety Management | 271 | <div><div></div><div></div><div></div></div> | | | | | 15 | 40 | 21 | 21 | 3 | -- | -- | 3.41 | 1.08 | |
| Supply Management | 804 | <div><div></div><div></div><div></div></div> | | | | | 12 | 46 | 20 | 18 | 4 | -- | -- | 3.44 | 1.04 | |
| Contracting and Acquisition | 465 | <div><div></div><div></div><div></div></div> | | | | | 15 | 51 | 16 | 14 | 3 | -- | -- | 3.62 | 1.00 | |
| Quality and Reliability Assurance | 76 | <div><div></div><div></div><div></div></div> | | | | | 18 | 47 | 9 | 20 | 5 | -- | -- | 3.54 | 1.15 | |
| Engineers and Scientists (Non-Construction) | 1115 | <div><div></div><div></div><div></div></div> | | | | | 14 | 45 | 20 | 17 | 4 | -- | -- | 3.47 | 1.05 | |
| Materiel Maintenance Management | 841 | <div><div></div><div></div><div></div></div> | | | | | 14 | 45 | 21 | 15 | 5 | -- | -- | 3.48 | 1.07 | |
| Engineers and Scientists (Construction) | 1390 | <div><div></div><div></div><div></div></div> | | | | | 11 | 52 | 19 | 15 | 4 | -- | -- | 3.50 | 0.99 | |
| Security | 233 | <div><div></div><div></div><div></div></div> | | | | | 9 | 39 | 24 | 23 | 6 | -- | -- | 3.21 | 1.07 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 59 | <div><div></div><div></div><div></div></div> | | | | | 14 | 37 | 27 | 15 | 7 | -- | -- | 3.36 | 1.10 | |
| Public Affairs and Communication Media | 161 | <div><div></div><div></div><div></div></div> | | | | | 7 | 27 | 25 | 33 | 8 | -- | -- | 2.91 | 1.09 | |
| Transportation Management | 192 | <div><div></div><div></div><div></div></div> | | | | | 10 | 38 | 22 | 19 | 11 | -- | -- | 3.17 | 1.17 | |
| Manpower and Force Management | 377 | <div><div></div><div></div><div></div></div> | | | | | 6 | 41 | 22 | 24 | 7 | -- | -- | 3.16 | 1.07 | |
| Housing Management | 112 | <div><div></div><div></div><div></div></div> | | | | | 11 | 35 | 29 | 22 | 4 | -- | -- | 3.27 | 1.03 | |
| Equal Employment Opportunity | 91 | <div><div></div><div></div><div></div></div> | | | | | 16 | 51 | 11 | 16 | 5 | -- | -- | 3.56 | 1.11 | |
| Education Services | 97 | <div><div></div><div></div><div></div></div> | | | | | 6 | 40 | 24 | 20 | 10 | -- | -- | 3.12 | 1.11 | |
| Training | 759 | <div><div></div><div></div><div></div></div> | | | | | 11 | 42 | 21 | 21 | 6 | -- | -- | 3.32 | 1.09 | |
| Ammunition Management | 118 | <div><div></div><div></div><div></div></div> | | | | | 13 | 53 | 14 | 17 | 4 | -- | -- | 3.53 | 1.05 | |
| Information Mission Area (IMA) | 933 | <div><div></div><div></div><div></div></div> | | | | | 10 | 40 | 23 | 21 | 6 | -- | -- | 3.27 | 1.09 | |
| Intelligence (Excepted Services Only) | 494 | <div><div></div><div></div><div></div></div> | | | | | 5 | 36 | 28 | 24 | 7 | -- | -- | 3.08 | 1.04 | |
| Military Personnel Management | 268 | <div><div></div><div></div><div></div></div> | | | | | 9 | 43 | 19 | 19 | 10 | -- | -- | 3.22 | 1.15 | |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev |
|---|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | |
| TRAINING and DEVELOPMENT | | | | | | | | | | | | | | | |
| 5c. My work unit is able to recruit people with the right skills. | | | | | | | | | | | | | | | |
| Total Army | 20166 | <div><div></div><div></div><div></div></div> | | | | | 10 | 44 | 21 | 18 | 7 | +1 | 0 | 3.34 | 1.09 |
| Total Career Program | 10048 | <div><div></div><div></div><div></div></div> | | | | | 10 | 46 | 20 | 17 | 6 | +2 | -1 | 3.36 | 1.08 |
| Civilian Personnel Administration | 240 | <div><div></div><div></div><div></div></div> | | | | | 9 | 50 | 19 | 18 | 5 | -8 | -10 | 3.41 | 1.03 |
| Comptroller | 948 | <div><div></div><div></div><div></div></div> | | | | | 13 | 47 | 17 | 17 | 5 | 0 | -6 | 3.46 | 1.07 |
| Safety Management | 267 | <div><div></div><div></div><div></div></div> | | | | | 15 | 43 | 23 | 13 | 6 | +2 | +6 | 3.47 | 1.09 |
| Supply Management | 799 | <div><div></div><div></div><div></div></div> | | | | | 11 | 45 | 22 | 15 | 7 | +3 | +1 | 3.38 | 1.09 |
| Contracting and Acquisition | 464 | <div><div></div><div></div><div></div></div> | | | | | 7 | 38 | 23 | 22 | 10 | +1 | 0 | 3.09 | 1.13 |
| Quality and Reliability Assurance | 76 | <div><div></div><div></div><div></div></div> | | | | | 12 | 50 | 17 | 12 | 9 | +6 | +14 | 3.43 | 1.13 |
| Engineers and Scientists (Non-Construction) | 1122 | <div><div></div><div></div><div></div></div> | | | | | 12 | 47 | 19 | 17 | 5 | +2 | +3 | 3.43 | 1.06 |
| Materiel Maintenance Management | 839 | <div><div></div><div></div><div></div></div> | | | | | 10 | 45 | 21 | 18 | 6 | +1 | -5 | 3.35 | 1.08 |
| Engineers and Scientists (Construction) | 1382 | <div><div></div><div></div><div></div></div> | | | | | 10 | 50 | 20 | 15 | 5 | +7 | +2 | 3.44 | 1.02 |
| Security | 231 | <div><div></div><div></div><div></div></div> | | | | | 11 | 47 | 21 | 13 | 7 | -15 | -6 | 3.41 | 1.08 |
| Quality Assurance Specialists (Ammunition Surveillance) | 59 | <div><div></div><div></div><div></div></div> | | | | | 8 | 36 | 24 | 25 | 7 | -8 | -19 | 3.14 | 1.10 |
| Public Affairs and Communication Media | 159 | <div><div></div><div></div><div></div></div> | | | | | 6 | 43 | 24 | 20 | 6 | +2 | -5 | 3.23 | 1.04 |
| Transportation Management | 189 | <div><div></div><div></div><div></div></div> | | | | | 9 | 42 | 25 | 16 | 8 | -9 | -7 | 3.27 | 1.10 |
| Manpower and Force Management | 375 | <div><div></div><div></div><div></div></div> | | | | | 7 | 48 | 20 | 18 | 7 | -1 | -5 | 3.31 | 1.06 |
| Housing Management | 108 | <div><div></div><div></div><div></div></div> | | | | | 7 | 48 | 18 | 16 | 11 | +8 | +16 | 3.25 | 1.15 |
| Equal Employment Opportunity | 91 | <div><div></div><div></div><div></div></div> | | | | | 16 | 47 | 23 | 10 | 3 | -17 | +3 | 3.64 | 0.98 |
| Education Services | 95 | <div><div></div><div></div><div></div></div> | | | | | 9 | 49 | 20 | 17 | 4 | +3 | -4 | 3.43 | 1.01 |
| Training | 756 | <div><div></div><div></div><div></div></div> | | | | | 12 | 41 | 20 | 20 | 7 | +3 | -1 | 3.32 | 1.12 |
| Ammunition Management | 116 | <div><div></div><div></div><div></div></div> | | | | | 9 | 52 | 16 | 11 | 11 | +2 | +9 | 3.37 | 1.15 |
| Information Mission Area (IMA) | 932 | <div><div></div><div></div><div></div></div> | | | | | 9 | 39 | 22 | 21 | 8 | +7 | +2 | 3.21 | 1.11 |
| Intelligence (Excepted Services Only) | 484 | <div><div></div><div></div><div></div></div> | | | | | 8 | 50 | 18 | 18 | 7 | 0 | +2 | 3.35 | 1.08 |
| Military Personnel Management | 263 | <div><div></div><div></div><div></div></div> | | | | | 11 | 48 | 18 | 16 | 7 | -- | -- | 3.39 | 1.10 |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|--|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|--|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | 1 | | | | |
| TRAINING and DEVELOPMENT | | | | | | | | | | | | | | | | |
| 5d. I have received sufficient training to be competitive for jobs at the next higher level. | | | | | | | | | | | | | | | | |
| Total Army | 20218 | <div><div></div><div></div><div></div></div> | | | | | 16 | 44 | 20 | 15 | 5 | -1 | 0 | 3.50 | 1.09 | |
| Total Career Program | 10088 | <div><div></div><div></div><div></div></div> | | | | | 16 | 46 | 19 | 13 | 5 | -1 | -1 | 3.57 | 1.06 | |
| Civilian Personnel Administration | 239 | <div><div></div><div></div><div></div></div> | | | | | 17 | 57 | 14 | 11 | 1 | -4 | 0 | 3.77 | 0.90 | |
| Comptroller | 952 | <div><div></div><div></div><div></div></div> | | | | | 19 | 48 | 17 | 12 | 4 | -2 | -3 | 3.67 | 1.03 | |
| Safety Management | 270 | <div><div></div><div></div><div></div></div> | | | | | 20 | 41 | 21 | 11 | 6 | 0 | -2 | 3.60 | 1.10 | |
| Supply Management | 800 | <div><div></div><div></div><div></div></div> | | | | | 18 | 44 | 21 | 13 | 4 | +2 | 0 | 3.59 | 1.06 | |
| Contracting and Acquisition | 464 | <div><div></div><div></div><div></div></div> | | | | | 24 | 54 | 12 | 7 | 2 | 0 | -2 | 3.90 | 0.93 | |
| Quality and Reliability Assurance | 77 | <div><div></div><div></div><div></div></div> | | | | | 25 | 36 | 16 | 16 | 8 | +8 | +24 | 3.55 | 1.23 | |
| Engineers and Scientists (Non-Construction) | 1110 | <div><div></div><div></div><div></div></div> | | | | | 18 | 51 | 18 | 11 | 3 | +1 | +3 | 3.70 | 0.98 | |
| Materiel Maintenance Management | 845 | <div><div></div><div></div><div></div></div> | | | | | 19 | 45 | 19 | 13 | 4 | -5 | -2 | 3.61 | 1.06 | |
| Engineers and Scientists (Construction) | 1386 | <div><div></div><div></div><div></div></div> | | | | | 15 | 52 | 18 | 10 | 4 | +2 | +5 | 3.64 | 0.99 | |
| Security | 234 | <div><div></div><div></div><div></div></div> | | | | | 17 | 39 | 18 | 19 | 6 | -18 | -15 | 3.42 | 1.16 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 59 | <div><div></div><div></div><div></div></div> | | | | | 12 | 46 | 17 | 22 | 3 | -8 | +3 | 3.41 | 1.06 | |
| Public Affairs and Communication Media | 160 | <div><div></div><div></div><div></div></div> | | | | | 17 | 46 | 18 | 14 | 6 | -5 | -6 | 3.54 | 1.10 | |
| Transportation Management | 192 | <div><div></div><div></div><div></div></div> | | | | | 11 | 37 | 24 | 17 | 10 | -4 | -3 | 3.21 | 1.16 | |
| Manpower and Force Management | 375 | <div><div></div><div></div><div></div></div> | | | | | 10 | 49 | 22 | 14 | 5 | -1 | +1 | 3.46 | 1.00 | |
| Housing Management | 112 | <div><div></div><div></div><div></div></div> | | | | | 15 | 43 | 19 | 18 | 5 | +1 | +1 | 3.45 | 1.11 | |
| Equal Employment Opportunity | 91 | <div><div></div><div></div><div></div></div> | | | | | 27 | 38 | 19 | 13 | 2 | -10 | -6 | 3.76 | 1.06 | |
| Education Services | 98 | <div><div></div><div></div><div></div></div> | | | | | 14 | 45 | 17 | 15 | 8 | -10 | -10 | 3.42 | 1.15 | |
| Training | 759 | <div><div></div><div></div><div></div></div> | | | | | 16 | 39 | 22 | 16 | 6 | -2 | -3 | 3.42 | 1.13 | |
| Ammunition Management | 117 | <div><div></div><div></div><div></div></div> | | | | | 16 | 53 | 17 | 9 | 5 | -6 | -6 | 3.67 | 1.01 | |
| Information Mission Area (IMA) | 936 | <div><div></div><div></div><div></div></div> | | | | | 13 | 42 | 22 | 18 | 6 | +4 | +1 | 3.37 | 1.11 | |
| Intelligence (Excepted Services Only) | 492 | <div><div></div><div></div><div></div></div> | | | | | 10 | 46 | 20 | 20 | 4 | 0 | 0 | 3.37 | 1.03 | |
| Military Personnel Management | 268 | <div><div></div><div></div><div></div></div> | | | | | 14 | 43 | 19 | 16 | 7 | -- | -- | 3.40 | 1.13 | |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|---|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|---|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 |
| TRAINING and DEVELOPMENT | | | | | | | | | | | | | | | | |
| 5e. I am satisfied with the career progression opportunities available to me. | | | | | | | | | | | | | | | | |
| Total Army | 20253 | <div><div></div><div></div><div></div></div> | | | | | 16 | 42 | 18 | 16 | 8 | +3 | +3 | 3.41 | 1.17 | |
| Total Career Program | 10102 | <div><div></div><div></div><div></div></div> | | | | | 17 | 44 | 17 | 15 | 7 | +3 | +3 | 3.50 | 1.13 | |
| Civilian Personnel Administration | 237 | <div><div></div><div></div><div></div></div> | | | | | 25 | 52 | 14 | 5 | 3 | 0 | +1 | 3.92 | 0.93 | |
| Comptroller | 953 | <div><div></div><div></div><div></div></div> | | | | | 20 | 47 | 16 | 12 | 6 | 0 | +1 | 3.63 | 1.10 | |
| Safety Management | 270 | <div><div></div><div></div><div></div></div> | | | | | 17 | 44 | 18 | 14 | 7 | +19 | +11 | 3.51 | 1.12 | |
| Supply Management | 802 | <div><div></div><div></div><div></div></div> | | | | | 17 | 43 | 20 | 14 | 7 | +6 | +3 | 3.50 | 1.13 | |
| Contracting and Acquisition | 464 | <div><div></div><div></div><div></div></div> | | | | | 21 | 53 | 12 | 10 | 4 | +5 | +4 | 3.76 | 1.02 | |
| Quality and Reliability Assurance | 76 | <div><div></div><div></div><div></div></div> | | | | | 18 | 46 | 9 | 16 | 11 | +32 | +29 | 3.46 | 1.25 | |
| Engineers and Scientists (Non-Construction) | 1120 | <div><div></div><div></div><div></div></div> | | | | | 19 | 47 | 18 | 11 | 5 | +1 | +3 | 3.65 | 1.06 | |
| Materiel Maintenance Management | 842 | <div><div></div><div></div><div></div></div> | | | | | 21 | 43 | 16 | 14 | 7 | -1 | +3 | 3.57 | 1.15 | |
| Engineers and Scientists (Construction) | 1387 | <div><div></div><div></div><div></div></div> | | | | | 18 | 51 | 14 | 12 | 5 | +7 | +11 | 3.66 | 1.07 | |
| Security | 234 | <div><div></div><div></div><div></div></div> | | | | | 12 | 34 | 22 | 24 | 7 | -8 | -12 | 3.19 | 1.15 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 59 | <div><div></div><div></div><div></div></div> | | | | | 17 | 41 | 20 | 20 | 2 | -8 | +3 | 3.51 | 1.05 | |
| Public Affairs and Communication Media | 160 | <div><div></div><div></div><div></div></div> | | | | | 13 | 36 | 24 | 19 | 8 | 0 | 0 | 3.27 | 1.15 | |
| Transportation Management | 192 | <div><div></div><div></div><div></div></div> | | | | | 12 | 42 | 16 | 19 | 11 | -4 | 0 | 3.25 | 1.21 | |
| Manpower and Force Management | 376 | <div><div></div><div></div><div></div></div> | | | | | 11 | 46 | 21 | 16 | 5 | -8 | -1 | 3.43 | 1.05 | |
| Housing Management | 111 | <div><div></div><div></div><div></div></div> | | | | | 16 | 39 | 24 | 15 | 5 | +4 | +5 | 3.45 | 1.10 | |
| Equal Employment Opportunity | 91 | <div><div></div><div></div><div></div></div> | | | | | 19 | 42 | 16 | 18 | 5 | -3 | +8 | 3.51 | 1.14 | |
| Education Services | 98 | <div><div></div><div></div><div></div></div> | | | | | 14 | 36 | 17 | 16 | 16 | -2 | -9 | 3.15 | 1.31 | |
| Training | 761 | <div><div></div><div></div><div></div></div> | | | | | 15 | 37 | 18 | 20 | 10 | +9 | +5 | 3.27 | 1.23 | |
| Ammunition Management | 118 | <div><div></div><div></div><div></div></div> | | | | | 21 | 48 | 16 | 8 | 6 | -6 | -8 | 3.70 | 1.08 | |
| Information Mission Area (IMA) | 937 | <div><div></div><div></div><div></div></div> | | | | | 13 | 39 | 21 | 18 | 8 | +5 | +4 | 3.30 | 1.16 | |
| Intelligence (Excepted Services Only) | 492 | <div><div></div><div></div><div></div></div> | | | | | 9 | 41 | 19 | 22 | 10 | +5 | +4 | 3.17 | 1.15 | |
| Military Personnel Management | 269 | <div><div></div><div></div><div></div></div> | | | | | 12 | 42 | 18 | 18 | 10 | -- | -- | 3.28 | 1.18 | |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|--|--------|--|-----|-----|-----|-----|-------------------|----|----|----|---|----------------------------|----------------------------|------|------------|---|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 |
| TRAINING and DEVELOPMENT | | | | | | | | | | | | | | | | |
| 5f. I am given a real opportunity to improve my skills in my organization. | | | | | | | | | | | | | | | | |
| Total Army | 20274 | <div><div></div><div></div><div></div></div> | | | | | 17 | 44 | 21 | 13 | 5 | -- | -- | 3.56 | 1.07 | |
| Total Career Program | 10106 | <div><div></div><div></div><div></div></div> | | | | | 18 | 46 | 20 | 12 | 4 | -- | -- | 3.63 | 1.04 | |
| Civilian Personnel Administration | 238 | <div><div></div><div></div><div></div></div> | | | | | 23 | 52 | 18 | 5 | 2 | -- | -- | 3.88 | 0.89 | |
| Comptroller | 954 | <div><div></div><div></div><div></div></div> | | | | | 23 | 45 | 19 | 11 | 3 | -- | -- | 3.73 | 1.03 | |
| Safety Management | 269 | <div><div></div><div></div><div></div></div> | | | | | 20 | 42 | 23 | 11 | 4 | -- | -- | 3.61 | 1.06 | |
| Supply Management | 802 | <div><div></div><div></div><div></div></div> | | | | | 20 | 43 | 21 | 12 | 4 | -- | -- | 3.61 | 1.06 | |
| Contracting and Acquisition | 465 | <div><div></div><div></div><div></div></div> | | | | | 23 | 51 | 14 | 9 | 3 | -- | -- | 3.80 | 1.01 | |
| Quality and Reliability Assurance | 76 | <div><div></div><div></div><div></div></div> | | | | | 25 | 41 | 12 | 17 | 5 | -- | -- | 3.63 | 1.18 | |
| Engineers and Scientists (Non-Construction) | 1119 | <div><div></div><div></div><div></div></div> | | | | | 22 | 48 | 18 | 9 | 3 | -- | -- | 3.76 | 0.99 | |
| Materiel Maintenance Management | 843 | <div><div></div><div></div><div></div></div> | | | | | 19 | 45 | 22 | 10 | 3 | -- | -- | 3.67 | 1.01 | |
| Engineers and Scientists (Construction) | 1389 | <div><div></div><div></div><div></div></div> | | | | | 19 | 53 | 17 | 8 | 3 | -- | -- | 3.76 | 0.95 | |
| Security | 233 | <div><div></div><div></div><div></div></div> | | | | | 16 | 45 | 19 | 15 | 5 | -- | -- | 3.52 | 1.08 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 59 | <div><div></div><div></div><div></div></div> | | | | | 15 | 42 | 20 | 19 | 3 | -- | -- | 3.47 | 1.06 | |
| Public Affairs and Communication Media | 159 | <div><div></div><div></div><div></div></div> | | | | | 13 | 45 | 24 | 12 | 6 | -- | -- | 3.46 | 1.06 | |
| Transportation Management | 192 | <div><div></div><div></div><div></div></div> | | | | | 14 | 44 | 19 | 16 | 7 | -- | -- | 3.41 | 1.12 | |
| Manpower and Force Management | 377 | <div><div></div><div></div><div></div></div> | | | | | 12 | 48 | 23 | 13 | 4 | -- | -- | 3.50 | 1.00 | |
| Housing Management | 111 | <div><div></div><div></div><div></div></div> | | | | | 16 | 41 | 18 | 22 | 3 | -- | -- | 3.47 | 1.08 | |
| Equal Employment Opportunity | 91 | <div><div></div><div></div><div></div></div> | | | | | 25 | 46 | 13 | 9 | 7 | -- | -- | 3.75 | 1.13 | |
| Education Services | 95 | <div><div></div><div></div><div></div></div> | | | | | 19 | 36 | 22 | 15 | 8 | -- | -- | 3.42 | 1.19 | |
| Training | 762 | <div><div></div><div></div><div></div></div> | | | | | 18 | 41 | 20 | 15 | 6 | -- | -- | 3.49 | 1.13 | |
| Ammunition Management | 118 | <div><div></div><div></div><div></div></div> | | | | | 19 | 53 | 14 | 9 | 4 | -- | -- | 3.75 | 1.01 | |
| Information Mission Area (IMA) | 940 | <div><div></div><div></div><div></div></div> | | | | | 14 | 42 | 23 | 15 | 6 | -- | -- | 3.44 | 1.09 | |
| Intelligence (Excepted Services Only) | 491 | <div><div></div><div></div><div></div></div> | | | | | 10 | 47 | 25 | 14 | 5 | -- | -- | 3.42 | 1.00 | |
| Military Personnel Management | 270 | <div><div></div><div></div><div></div></div> | | | | | 14 | 44 | 22 | 13 | 7 | -- | -- | 3.47 | 1.09 | |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev |
|--|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|---|----------------------------|----------------------------|------|------------|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | 1 | | | |
| TRAINING and DEVELOPMENT | | | | | | | | | | | | | | | |
| 5g. I have received sufficient training to be a supervisor or manager. | | | | | | | | | | | | | | | |
| Total Army | 20271 | 73%15%12% | | | | | 23 | 50 | 15 | 9 | 3 | -6 | -5 | 3.80 | 0.99 |
| Total Career Program | 10115 | 75%14%11% | | | | | 24 | 51 | 14 | 8 | 3 | -5 | -4 | 3.84 | 0.97 |
| Civilian Personnel Administration | 240 | 77%14%9% | | | | | 25 | 53 | 14 | 7 | 2 | -11 | -10 | 3.90 | 0.92 |
| Comptroller | 952 | 78%11%11% | | | | | 27 | 52 | 11 | 8 | 3 | -4 | -1 | 3.92 | 0.96 |
| Safety Management | 268 | 73%15%13% | | | | | 26 | 47 | 15 | 9 | 3 | +7 | 0 | 3.83 | 1.03 |
| Supply Management | 802 | 79%13%8% | | | | | 27 | 51 | 13 | 6 | 2 | -3 | -8 | 3.96 | 0.92 |
| Contracting and Acquisition | 467 | 79%11%9% | | | | | 26 | 53 | 11 | 7 | 2 | -3 | 0 | 3.94 | 0.92 |
| Quality and Reliability Assurance | 76 | 70%16%14% | | | | | 25 | 45 | 16 | 8 | 7 | -7 | +10 | 3.74 | 1.12 |
| Engineers and Scientists (Non-Construction) | 1122 | 76%13%11% | | | | | 24 | 52 | 13 | 8 | 3 | -3 | -2 | 3.86 | 0.96 |
| Materiel Maintenance Management | 842 | 76%14%10% | | | | | 27 | 49 | 14 | 8 | 3 | -6 | -6 | 3.90 | 0.98 |
| Engineers and Scientists (Construction) | 1390 | 75%14%11% | | | | | 22 | 53 | 14 | 8 | 3 | -4 | -3 | 3.83 | 0.95 |
| Security | 234 | 72%15%13% | | | | | 24 | 48 | 15 | 7 | 6 | -13 | -10 | 3.78 | 1.07 |
| Quality Assurance Specialists (Ammunition Surveillance) | 59 | 64%10%25% | | | | | 15 | 49 | 10 | 22 | 3 | -13 | -26 | 3.51 | 1.10 |
| Public Affairs and Communication Media | 160 | 73%18%9% | | | | | 22 | 51 | 18 | 6 | 4 | -7 | -8 | 3.82 | 0.96 |
| Transportation Management | 193 | 76%16%9% | | | | | 23 | 53 | 16 | 5 | 4 | -6 | -2 | 3.86 | 0.95 |
| Manpower and Force Management | 377 | 75%15%11% | | | | | 20 | 54 | 15 | 8 | 2 | -7 | +2 | 3.82 | 0.92 |
| Housing Management | 112 | 69%19%13% | | | | | 24 | 45 | 19 | 11 | 2 | -9 | +1 | 3.79 | 0.99 |
| Equal Employment Opportunity | 91 | 78%10%12% | | | | | 33 | 45 | 10 | 9 | 3 | -9 | -7 | 3.96 | 1.04 |
| Education Services | 98 | 63%20%16% | | | | | 21 | 42 | 20 | 13 | 3 | -9 | -6 | 3.65 | 1.05 |
| Training | 759 | 72%15%13% | | | | | 25 | 47 | 15 | 9 | 4 | -9 | -6 | 3.81 | 1.02 |
| Ammunition Management | 118 | 77%12%11% | | | | | 27 | 50 | 12 | 8 | 3 | -6 | -2 | 3.90 | 0.99 |
| Information Mission Area (IMA) | 940 | 71%17%12% | | | | | 20 | 50 | 17 | 8 | 4 | -2 | -5 | 3.75 | 0.99 |
| Intelligence (Excepted Services Only) | 493 | 69%18%13% | | | | | 14 | 55 | 18 | 9 | 4 | -9 | -9 | 3.67 | 0.95 |
| Military Personnel Management | 270 | 74%13%13% | | | | | 22 | 53 | 13 | 8 | 5 | -- | -- | 3.78 | 1.04 |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev |
|--|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|---|----------------------------|----------------------------|------|------------|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | 1 | | | |
| TRAINING and DEVELOPMENT | | | | | | | | | | | | | | | |
| 5h. I am interested in receiving training in skills related to but different from those I use on my current job. | | | | | | | | | | | | | | | |
| Total Army | 20304 | 70%21%9% | | | | | 23 | 47 | 21 | 8 | 1 | -- | -- | 3.82 | 0.92 |
| Total Career Program | 10128 | 67%22%10% | | | | | 20 | 47 | 22 | 9 | 1 | -- | -- | 3.76 | 0.92 |
| Civilian Personnel Administration | 239 | 55%27%18% | | | | | 14 | 41 | 27 | 16 | 2 | -- | -- | 3.50 | 0.97 |
| Comptroller | 950 | 64%23%13% | | | | | 21 | 44 | 23 | 12 | 1 | -- | -- | 3.71 | 0.95 |
| Safety Management | 271 | 77%19%4 | | | | | 27 | 49 | 19 | 4 | 1 | -- | -- | 3.99 | 0.82 |
| Supply Management | 804 | 73%20%7% | | | | | 26 | 47 | 20 | 6 | 1 | -- | -- | 3.91 | 0.88 |
| Contracting and Acquisition | 465 | 66%24%10% | | | | | 18 | 48 | 24 | 8 | 2 | -- | -- | 3.72 | 0.91 |
| Quality and Reliability Assurance | 77 | 66%26%8% | | | | | 18 | 48 | 26 | 8 | 0 | -- | -- | 3.77 | 0.84 |
| Engineers and Scientists (Non-Construction) | 1123 | 60%29%11% | | | | | 15 | 45 | 29 | 10 | 2 | -- | -- | 3.61 | 0.91 |
| Materiel Maintenance Management | 845 | 68%25%8% | | | | | 20 | 47 | 25 | 6 | 1 | -- | -- | 3.79 | 0.88 |
| Engineers and Scientists (Construction) | 1392 | 60%26%14% | | | | | 14 | 46 | 26 | 12 | 2 | -- | -- | 3.59 | 0.93 |
| Security | 233 | 73%18%9% | | | | | 23 | 50 | 18 | 6 | 3 | -- | -- | 3.85 | 0.94 |
| Quality Assurance Specialists (Ammunition Surveillance) | 59 | 64%25%10% | | | | | 27 | 37 | 25 | 5 | 5 | -- | -- | 3.76 | 1.06 |
| Public Affairs and Communication Media | 161 | 71%17%11% | | | | | 29 | 43 | 17 | 10 | 1 | -- | -- | 3.88 | 0.98 |
| Transportation Management | 194 | 75%20%5 | | | | | 26 | 49 | 20 | 4 | 2 | -- | -- | 3.94 | 0.86 |
| Manpower and Force Management | 377 | 67%21%12% | | | | | 16 | 50 | 21 | 11 | 1 | -- | -- | 3.70 | 0.91 |
| Housing Management | 110 | 77%17%5 | | | | | 23 | 55 | 17 | 5 | 0 | -- | -- | 3.95 | 0.78 |
| Equal Employment Opportunity | 91 | 79%15%5 | | | | | 32 | 47 | 15 | 4 | 1 | -- | -- | 4.04 | 0.86 |
| Education Services | 97 | 69%22%9% | | | | | 20 | 49 | 22 | 9 | 0 | -- | -- | 3.79 | 0.86 |
| Training | 763 | 73%17%10% | | | | | 26 | 47 | 17 | 8 | 1 | -- | -- | 3.88 | 0.94 |
| Ammunition Management | 118 | 67%20%13% | | | | | 16 | 51 | 20 | 8 | 4 | -- | -- | 3.66 | 0.98 |
| Information Mission Area (IMA) | 943 | 72%19%9% | | | | | 24 | 48 | 19 | 7 | 1 | -- | -- | 3.87 | 0.90 |
| Intelligence (Excepted Services Only) | 494 | 71%19%10% | | | | | 19 | 52 | 19 | 9 | 1 | -- | -- | 3.80 | 0.88 |
| Military Personnel Management | 269 | 74%19%7% | | | | | 31 | 43 | 19 | 5 | 2 | -- | -- | 3.97 | 0.93 |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev |
|---|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|---|----------------------------|----------------------------|------|------------|
| | | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | |
| TRAINING and DEVELOPMENT | | | | | | | | | | | | | | | | |
| 5i. I know what training I need to advance my career with the Army. | | | | | | | | | | | | | | | | |
| | Total Army | 20310 | 73%17%10% | | | | | 21 | 52 | 17 | 9 | 2 | -- | -- | 3.82 | 0.92 |
| | Total Career Program | 10132 | 76%15%9% | | | | | 22 | 54 | 15 | 7 | 2 | -- | -- | 3.88 | 0.89 |
| | Civilian Personnel Administration | 239 | 83%10%7% | | | | | 24 | 59 | 10 | 6 | 1 | -- | -- | 3.99 | 0.83 |
| | Comptroller | 950 | 82%11%7% | | | | | 25 | 58 | 11 | 6 | 1 | -- | -- | 3.99 | 0.82 |
| | Safety Management | 271 | 84%12%4 | | | | | 31 | 53 | 12 | 4 | 0 | -- | -- | 4.11 | 0.76 |
| | Supply Management | 805 | 80%13%7% | | | | | 28 | 51 | 13 | 6 | 1 | -- | -- | 4.00 | 0.87 |
| | Contracting and Acquisition | 467 | 82%12%6 | | | | | 25 | 57 | 12 | 5 | 1 | -- | -- | 4.00 | 0.80 |
| | Quality and Reliability Assurance | 77 | 73%19%8% | | | | | 18 | 55 | 19 | 6 | 1 | -- | -- | 3.82 | 0.85 |
| | Engineers and Scientists (Non-Construction) | 1123 | 67%20%13% | | | | | 17 | 50 | 20 | 11 | 2 | -- | -- | 3.70 | 0.94 |
| | Materiel Maintenance Management | 845 | 78%14%8% | | | | | 24 | 54 | 14 | 6 | 2 | -- | -- | 3.93 | 0.89 |
| | Engineers and Scientists (Construction) | 1393 | 72%18%10% | | | | | 16 | 56 | 18 | 8 | 2 | -- | -- | 3.77 | 0.87 |
| | Security | 233 | 85%11%4 | | | | | 27 | 59 | 11 | 3 | 1 | -- | -- | 4.07 | 0.77 |
| | Quality Assurance Specialists (Ammunition Surveillance) | 59 | 75%17%8% | | | | | 20 | 54 | 17 | 7 | 2 | -- | -- | 3.85 | 0.88 |
| | Public Affairs and Communication Media | 160 | 78%16%6 | | | | | 27 | 51 | 16 | 5 | 1 | -- | -- | 3.97 | 0.86 |
| | Transportation Management | 194 | 76%13%11% | | | | | 22 | 55 | 13 | 8 | 3 | -- | -- | 3.85 | 0.94 |
| | Manpower and Force Management | 377 | 76%17%7% | | | | | 18 | 58 | 17 | 6 | 1 | -- | -- | 3.87 | 0.80 |
| | Housing Management | 112 | 79%14%7% | | | | | 26 | 53 | 14 | 7 | 0 | -- | -- | 3.97 | 0.83 |
| | Equal Employment Opportunity | 90 | 93%33 | | | | | 43 | 50 | 3 | 3 | 0 | -- | -- | 4.33 | 0.70 |
| | Education Services | 97 | 74%16%9% | | | | | 21 | 54 | 16 | 7 | 2 | -- | -- | 3.84 | 0.90 |
| | Training | 763 | 76%15%10% | | | | | 23 | 52 | 15 | 8 | 2 | -- | -- | 3.87 | 0.92 |
| | Ammunition Management | 118 | 79%14%7% | | | | | 19 | 59 | 14 | 3 | 3 | -- | -- | 3.88 | 0.87 |
| | Information Mission Area (IMA) | 942 | 73%15%11% | | | | | 21 | 52 | 15 | 9 | 2 | -- | -- | 3.81 | 0.95 |
| | Intelligence (Excepted Services Only) | 494 | 74%15%11% | | | | | 19 | 56 | 15 | 9 | 2 | -- | -- | 3.81 | 0.90 |
| | Military Personnel Management | 270 | 71%17%11% | | | | | 23 | 48 | 17 | 10 | 1 | -- | -- | 3.81 | 0.95 |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|--|--------|---|-----|-----|-----|-----|-------------------|----|----|----|---|----------------------------|----------------------------|------|------------|--|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | 1 | | | | |
| TRAINING and DEVELOPMENT | | | | | | | | | | | | | | | | |
| 5j. I know what developmental experiences I need to advance my career with the Army. | | | | | | | | | | | | | | | | |
| Total Army | 20300 | <div><div></div><div></div><div></div></div> <div>71%18%11%</div> | | | | | 20 | 51 | 18 | 10 | 2 | -- | -- | 3.77 | 0.94 | |
| Total Career Program | 10128 | <div><div></div><div></div><div></div></div> <div>73%16%10%</div> | | | | | 20 | 53 | 16 | 9 | 2 | -- | -- | 3.82 | 0.91 | |
| Civilian Personnel Administration | 238 | <div><div></div><div></div><div></div></div> <div>81%11%8%</div> | | | | | 24 | 57 | 11 | 6 | 1 | -- | -- | 3.96 | 0.85 | |
| Comptroller | 951 | <div><div></div><div></div><div></div></div> <div>77%13%10%</div> | | | | | 23 | 54 | 13 | 9 | 1 | -- | -- | 3.88 | 0.90 | |
| Safety Management | 271 | <div><div></div><div></div><div></div></div> <div>80%13%7%</div> | | | | | 28 | 52 | 13 | 7 | 0 | -- | -- | 4.02 | 0.83 | |
| Supply Management | 806 | <div><div></div><div></div><div></div></div> <div>80%12%8%</div> | | | | | 27 | 53 | 12 | 7 | 1 | -- | -- | 3.97 | 0.87 | |
| Contracting and Acquisition | 466 | <div><div></div><div></div><div></div></div> <div>77%15%8%</div> | | | | | 23 | 54 | 15 | 7 | 1 | -- | -- | 3.91 | 0.86 | |
| Quality and Reliability Assurance | 75 | <div><div></div><div></div><div></div></div> <div>71%17%12%</div> | | | | | 16 | 55 | 17 | 11 | 1 | -- | -- | 3.73 | 0.90 | |
| Engineers and Scientists (Non-Construction) | 1122 | <div><div></div><div></div><div></div></div> <div>63%23%15%</div> | | | | | 13 | 49 | 23 | 12 | 2 | -- | -- | 3.59 | 0.94 | |
| Materiel Maintenance Management | 844 | <div><div></div><div></div><div></div></div> <div>76%15%9%</div> | | | | | 23 | 53 | 15 | 7 | 2 | -- | -- | 3.87 | 0.90 | |
| Engineers and Scientists (Construction) | 1395 | <div><div></div><div></div><div></div></div> <div>71%18%11%</div> | | | | | 15 | 56 | 18 | 9 | 2 | -- | -- | 3.73 | 0.88 | |
| Security | 233 | <div><div></div><div></div><div></div></div> <div>82%13%5%</div> | | | | | 26 | 56 | 13 | 3 | 1 | -- | -- | 4.03 | 0.80 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 59 | <div><div></div><div></div><div></div></div> <div>69%20%10%</div> | | | | | 20 | 49 | 20 | 8 | 2 | -- | -- | 3.78 | 0.92 | |
| Public Affairs and Communication Media | 160 | <div><div></div><div></div><div></div></div> <div>73%16%11%</div> | | | | | 26 | 48 | 16 | 9 | 3 | -- | -- | 3.85 | 0.98 | |
| Transportation Management | 194 | <div><div></div><div></div><div></div></div> <div>74%16%9%</div> | | | | | 22 | 53 | 16 | 6 | 3 | -- | -- | 3.84 | 0.94 | |
| Manpower and Force Management | 376 | <div><div></div><div></div><div></div></div> <div>70%20%10%</div> | | | | | 16 | 54 | 20 | 9 | 1 | -- | -- | 3.75 | 0.87 | |
| Housing Management | 112 | <div><div></div><div></div><div></div></div> <div>77%15%8%</div> | | | | | 22 | 54 | 15 | 8 | 0 | -- | -- | 3.91 | 0.83 | |
| Equal Employment Opportunity | 90 | <div><div></div><div></div><div></div></div> <div>91%4%4%</div> | | | | | 39 | 52 | 4 | 4 | 0 | -- | -- | 4.26 | 0.74 | |
| Education Services | 97 | <div><div></div><div></div><div></div></div> <div>77%11%11%</div> | | | | | 24 | 54 | 11 | 9 | 2 | -- | -- | 3.88 | 0.94 | |
| Training | 762 | <div><div></div><div></div><div></div></div> <div>73%17%10%</div> | | | | | 22 | 52 | 17 | 8 | 2 | -- | -- | 3.83 | 0.93 | |
| Ammunition Management | 118 | <div><div></div><div></div><div></div></div> <div>77%13%10%</div> | | | | | 19 | 58 | 13 | 7 | 3 | -- | -- | 3.83 | 0.93 | |
| Information Mission Area (IMA) | 943 | <div><div></div><div></div><div></div></div> <div>70%17%13%</div> | | | | | 20 | 50 | 17 | 10 | 3 | -- | -- | 3.74 | 0.98 | |
| Intelligence (Excepted Services Only) | 494 | <div><div></div><div></div><div></div></div> <div>71%18%11%</div> | | | | | 17 | 53 | 18 | 9 | 2 | -- | -- | 3.74 | 0.92 | |
| Military Personnel Management | 269 | <div><div></div><div></div><div></div></div> <div>72%17%10%</div> | | | | | 22 | 50 | 17 | 8 | 2 | -- | -- | 3.83 | 0.93 | |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Nothing at all | A little | Some | A lot |
|---|--------|----------------|----------|------|-------|
| TRAINING and DEVELOPMENT | | | | | |
| 6. How much, if anything, have you heard about the Enterprise Human Capital Lifecycle Management System? This is an Army initiative to establish new, broader career paths for civilians and help them manage their development and training. | | | | | |
| Total Army | 20341 | 69% | 19% | 10% | 2% |
| Total Career Program | 10137 | 66% | 21% | 10% | 2% |
| Civilian Personnel Administration | 240 | 27% | 31% | 30% | 12% |
| Comptroller | 951 | 66% | 23% | 9% | 2% |
| Safety Management | 271 | 68% | 17% | 12% | 4% |
| Supply Management | 805 | 69% | 19% | 10% | 2% |
| Contracting and Acquisition | 466 | 70% | 20% | 9% | 1% |
| Quality and Reliability Assurance | 77 | 73% | 16% | 12% | 0% |
| Engineers and Scientists (Non-Construction) | 1125 | 68% | 21% | 10% | 2% |
| Materiel Maintenance Management | 845 | 65% | 19% | 13% | 2% |
| Engineers and Scientists (Construction) | 1395 | 74% | 19% | 6% | 1% |
| Security | 233 | 70% | 19% | 9% | 1% |
| Quality Assurance Specialists (Ammunition Surveillance) | 59 | 80% | 14% | 7% | 0% |
| Public Affairs and Communication Media | 160 | 59% | 27% | 12% | 2% |
| Transportation Management | 194 | 66% | 24% | 7% | 3% |
| Manpower and Force Management | 377 | 54% | 26% | 16% | 5% |
| Housing Management | 111 | 68% | 16% | 14% | 2% |
| Equal Employment Opportunity | 91 | 45% | 34% | 18% | 3% |
| Education Services | 99 | 73% | 18% | 7% | 2% |
| Training | 762 | 66% | 22% | 9% | 2% |
| Ammunition Management | 118 | 68% | 21% | 9% | 2% |
| Information Mission Area (IMA) | 945 | 65% | 22% | 11% | 2% |
| Intelligence (Excepted Services Only) | 491 | 72% | 21% | 7% | 0% |
| Military Personnel Management | 270 | 57% | 27% | 11% | 4% |



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Yes | No | Do not know |
|---|--------|-----|-----|-------------|
| TRAINING and DEVELOPMENT | | | | |
| 7. Are you in an Army career program? | | | | |
| Total Army | 20329 | 47% | 32% | 20% |
| Total Career Program | 10141 | 68% | 18% | 14% |
| Civilian Personnel Administration | 240 | 87% | 12% | 2% |
| Comptroller | 951 | 81% | 13% | 6% |
| Safety Management | 271 | 92% | 6% | 2% |
| Supply Management | 807 | 63% | 21% | 16% |
| Contracting and Acquisition | 466 | 79% | 12% | 9% |
| Quality and Reliability Assurance | 77 | 56% | 26% | 18% |
| Engineers and Scientists (Non-Construction) | 1126 | 66% | 15% | 19% |
| Materiel Maintenance Management | 843 | 62% | 25% | 13% |
| Engineers and Scientists (Construction) | 1393 | 68% | 18% | 15% |
| Security | 232 | 57% | 20% | 22% |
| Quality Assurance Specialists (Ammunition Surveillance) | 59 | 90% | 7% | 3% |
| Public Affairs and Communication Media | 161 | 70% | 10% | 20% |
| Transportation Management | 194 | 64% | 24% | 12% |
| Manpower and Force Management | 377 | 63% | 25% | 12% |
| Housing Management | 112 | 64% | 25% | 11% |
| Equal Employment Opportunity | 91 | 86% | 10% | 4% |
| Education Services | 99 | 60% | 22% | 18% |
| Training | 762 | 57% | 24% | 19% |
| Ammunition Management | 118 | 82% | 12% | 6% |
| Information Mission Area (IMA) | 945 | 66% | 17% | 17% |
| Intelligence (Excepted Services Only) | 494 | 61% | 15% | 24% |
| Military Personnel Management | 270 | 46% | 31% | 24% |



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | No help | A little help | A moderate amount of help | A lot of help | A great deal of help |
|--|--------|---------|---------------|---------------------------|---------------|----------------------|
| TRAINING and DEVELOPMENT | | | | | | |
| 8. How much help, if any, have you had from a formal or informal mentor for planning your career path in the Army? | | | | | | |
| Total Army | 20294 | 52% | 25% | 16% | 5% | 2% |
| Total Career Program | 10133 | 47% | 27% | 18% | 6% | 2% |
| Civilian Personnel Administration | 240 | 46% | 23% | 16% | 11% | 3% |
| Comptroller | 953 | 41% | 30% | 19% | 7% | 3% |
| Safety Management | 271 | 33% | 31% | 24% | 8% | 4% |
| Supply Management | 806 | 48% | 26% | 19% | 6% | 2% |
| Contracting and Acquisition | 466 | 37% | 30% | 22% | 9% | 3% |
| Quality and Reliability Assurance | 77 | 58% | 17% | 18% | 5% | 1% |
| Engineers and Scientists (Non-Construction) | 1126 | 43% | 31% | 19% | 5% | 2% |
| Materiel Maintenance Management | 842 | 45% | 26% | 20% | 7% | 2% |
| Engineers and Scientists (Construction) | 1391 | 39% | 31% | 20% | 8% | 2% |
| Security | 232 | 59% | 22% | 15% | 3% | 1% |
| Quality Assurance Specialists (Ammunition Surveillance) | 59 | 37% | 34% | 25% | 3% | 0% |
| Public Affairs and Communication Media | 161 | 52% | 24% | 19% | 3% | 1% |
| Transportation Management | 194 | 56% | 20% | 20% | 2% | 3% |
| Manpower and Force Management | 378 | 52% | 25% | 15% | 4% | 4% |
| Housing Management | 111 | 45% | 23% | 21% | 7% | 4% |
| Equal Employment Opportunity | 91 | 45% | 27% | 15% | 3% | 9% |
| Education Services | 99 | 48% | 23% | 14% | 11% | 3% |
| Training | 760 | 54% | 23% | 13% | 7% | 2% |
| Ammunition Management | 118 | 38% | 26% | 17% | 14% | 4% |
| Information Mission Area (IMA) | 944 | 53% | 26% | 16% | 4% | 1% |
| Intelligence (Excepted Services Only) | 490 | 56% | 28% | 11% | 5% | 1% |
| Military Personnel Management | 271 | 64% | 19% | 12% | 4% | 1% |



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|--|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|---|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 |
| LEADERSHIP DEVELOPMENT | | | | | | | | | | | | | | | | |
| 9a. The priority your organization places on leader development. | | | | | | | | | | | | | | | | |
| Total Army | 19903 | <div><div></div><div></div><div></div></div> | | | | | 9 | 36 | 30 | 19 | 7 | -- | -- | 3.20 | 1.06 | |
| Total Career Program | 9949 | <div><div></div><div></div><div></div></div> | | | | | 9 | 38 | 28 | 19 | 7 | -- | -- | 3.24 | 1.06 | |
| Civilian Personnel Administration | 237 | <div><div></div><div></div><div></div></div> | | | | | 14 | 42 | 25 | 15 | 4 | -- | -- | 3.46 | 1.04 | |
| Comptroller | 938 | <div><div></div><div></div><div></div></div> | | | | | 10 | 40 | 25 | 19 | 5 | -- | -- | 3.31 | 1.06 | |
| Safety Management | 267 | <div><div></div><div></div><div></div></div> | | | | | 11 | 35 | 33 | 18 | 4 | -- | -- | 3.32 | 1.01 | |
| Supply Management | 790 | <div><div></div><div></div><div></div></div> | | | | | 8 | 38 | 28 | 20 | 6 | -- | -- | 3.22 | 1.05 | |
| Contracting and Acquisition | 457 | <div><div></div><div></div><div></div></div> | | | | | 12 | 39 | 27 | 14 | 7 | -- | -- | 3.36 | 1.09 | |
| Quality and Reliability Assurance | 74 | <div><div></div><div></div><div></div></div> | | | | | 8 | 36 | 31 | 16 | 8 | -- | -- | 3.20 | 1.07 | |
| Engineers and Scientists (Non-Construction) | 1109 | <div><div></div><div></div><div></div></div> | | | | | 9 | 39 | 29 | 16 | 6 | -- | -- | 3.28 | 1.05 | |
| Materiel Maintenance Management | 831 | <div><div></div><div></div><div></div></div> | | | | | 10 | 36 | 29 | 19 | 6 | -- | -- | 3.25 | 1.07 | |
| Engineers and Scientists (Construction) | 1368 | <div><div></div><div></div><div></div></div> | | | | | 11 | 46 | 24 | 13 | 5 | -- | -- | 3.46 | 1.03 | |
| Security | 222 | <div><div></div><div></div><div></div></div> | | | | | 9 | 32 | 24 | 27 | 9 | -- | -- | 3.05 | 1.13 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 56 | <div><div></div><div></div><div></div></div> | | | | | 5 | 41 | 27 | 21 | 5 | -- | -- | 3.20 | 1.01 | |
| Public Affairs and Communication Media | 159 | <div><div></div><div></div><div></div></div> | | | | | 8 | 28 | 34 | 22 | 8 | -- | -- | 3.06 | 1.07 | |
| Transportation Management | 190 | <div><div></div><div></div><div></div></div> | | | | | 7 | 31 | 34 | 21 | 8 | -- | -- | 3.08 | 1.05 | |
| Manpower and Force Management | 371 | <div><div></div><div></div><div></div></div> | | | | | 6 | 32 | 30 | 25 | 6 | -- | -- | 3.08 | 1.03 | |
| Housing Management | 111 | <div><div></div><div></div><div></div></div> | | | | | 10 | 35 | 28 | 21 | 6 | -- | -- | 3.22 | 1.08 | |
| Equal Employment Opportunity | 89 | <div><div></div><div></div><div></div></div> | | | | | 19 | 40 | 20 | 17 | 3 | -- | -- | 3.55 | 1.08 | |
| Education Services | 94 | <div><div></div><div></div><div></div></div> | | | | | 12 | 29 | 26 | 21 | 13 | -- | -- | 3.05 | 1.21 | |
| Training | 749 | <div><div></div><div></div><div></div></div> | | | | | 9 | 34 | 28 | 21 | 8 | -- | -- | 3.14 | 1.10 | |
| Ammunition Management | 117 | <div><div></div><div></div><div></div></div> | | | | | 10 | 43 | 23 | 18 | 6 | -- | -- | 3.33 | 1.07 | |
| Information Mission Area (IMA) | 916 | <div><div></div><div></div><div></div></div> | | | | | 7 | 34 | 32 | 20 | 8 | -- | -- | 3.13 | 1.05 | |
| Intelligence (Excepted Services Only) | 487 | <div><div></div><div></div><div></div></div> | | | | | 3 | 32 | 31 | 26 | 8 | -- | -- | 2.95 | 1.01 | |
| Military Personnel Management | 265 | <div><div></div><div></div><div></div></div> | | | | | 6 | 33 | 32 | 20 | 9 | -- | -- | 3.08 | 1.07 | |

■ = % Favorable (Satisfied) ■ = % Neither satisfied/dissatisfied ■ = % Unfavorable (Dissatisfied)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|---|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|--|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | 1 | | | | |
| LEADERSHIP DEVELOPMENT | | | | | | | | | | | | | | | | |
| 9b. The quality of available leader development training. | | | | | | | | | | | | | | | | |
| Total Army | 19486 | <div><div></div><div></div><div></div></div> | | | | | 9 | 36 | 30 | 19 | 6 | -- | -- | 3.21 | 1.05 | |
| Total Career Program | 9726 | <div><div></div><div></div><div></div></div> | | | | | 9 | 38 | 29 | 18 | 6 | -- | -- | 3.27 | 1.04 | |
| Civilian Personnel Administration | 233 | <div><div></div><div></div><div></div></div> | | | | | 12 | 45 | 22 | 17 | 3 | -- | -- | 3.46 | 1.01 | |
| Comptroller | 918 | <div><div></div><div></div><div></div></div> | | | | | 9 | 43 | 26 | 17 | 5 | -- | -- | 3.34 | 1.03 | |
| Safety Management | 263 | <div><div></div><div></div><div></div></div> | | | | | 11 | 35 | 31 | 19 | 3 | -- | -- | 3.32 | 1.02 | |
| Supply Management | 781 | <div><div></div><div></div><div></div></div> | | | | | 8 | 38 | 29 | 20 | 5 | -- | -- | 3.24 | 1.03 | |
| Contracting and Acquisition | 445 | <div><div></div><div></div><div></div></div> | | | | | 12 | 44 | 26 | 13 | 5 | -- | -- | 3.45 | 1.02 | |
| Quality and Reliability Assurance | 75 | <div><div></div><div></div><div></div></div> | | | | | 8 | 33 | 33 | 20 | 5 | -- | -- | 3.19 | 1.02 | |
| Engineers and Scientists (Non-Construction) | 1071 | <div><div></div><div></div><div></div></div> | | | | | 12 | 40 | 29 | 15 | 5 | -- | -- | 3.40 | 1.02 | |
| Materiel Maintenance Management | 822 | <div><div></div><div></div><div></div></div> | | | | | 10 | 37 | 29 | 18 | 6 | -- | -- | 3.28 | 1.06 | |
| Engineers and Scientists (Construction) | 1331 | <div><div></div><div></div><div></div></div> | | | | | 12 | 44 | 28 | 12 | 5 | -- | -- | 3.45 | 1.00 | |
| Security | 218 | <div><div></div><div></div><div></div></div> | | | | | 9 | 28 | 33 | 23 | 7 | -- | -- | 3.08 | 1.06 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 54 | <div><div></div><div></div><div></div></div> | | | | | 7 | 39 | 30 | 15 | 9 | -- | -- | 3.20 | 1.08 | |
| Public Affairs and Communication Media | 155 | <div><div></div><div></div><div></div></div> | | | | | 9 | 30 | 23 | 30 | 8 | -- | -- | 3.03 | 1.13 | |
| Transportation Management | 188 | <div><div></div><div></div><div></div></div> | | | | | 7 | 34 | 31 | 20 | 7 | -- | -- | 3.14 | 1.06 | |
| Manpower and Force Management | 362 | <div><div></div><div></div><div></div></div> | | | | | 5 | 33 | 33 | 23 | 5 | -- | -- | 3.10 | 0.98 | |
| Housing Management | 109 | <div><div></div><div></div><div></div></div> | | | | | 8 | 35 | 32 | 17 | 7 | -- | -- | 3.19 | 1.05 | |
| Equal Employment Opportunity | 87 | <div><div></div><div></div><div></div></div> | | | | | 16 | 41 | 21 | 18 | 3 | -- | -- | 3.48 | 1.07 | |
| Education Services | 94 | <div><div></div><div></div><div></div></div> | | | | | 6 | 36 | 31 | 14 | 13 | -- | -- | 3.10 | 1.12 | |
| Training | 730 | <div><div></div><div></div><div></div></div> | | | | | 8 | 32 | 30 | 22 | 8 | -- | -- | 3.09 | 1.09 | |
| Ammunition Management | 112 | <div><div></div><div></div><div></div></div> | | | | | 10 | 45 | 27 | 13 | 5 | -- | -- | 3.40 | 1.01 | |
| Information Mission Area (IMA) | 896 | <div><div></div><div></div><div></div></div> | | | | | 8 | 34 | 33 | 19 | 6 | -- | -- | 3.19 | 1.02 | |
| Intelligence (Excepted Services Only) | 473 | <div><div></div><div></div><div></div></div> | | | | | 3 | 32 | 33 | 26 | 6 | -- | -- | 3.00 | 0.97 | |
| Military Personnel Management | 259 | <div><div></div><div></div><div></div></div> | | | | | 6 | 32 | 32 | 20 | 9 | -- | -- | 3.07 | 1.06 | |

■ = % Favorable (Satisfied) ■ = % Neither satisfied/dissatisfied ■ = % Unfavorable (Dissatisfied)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|--|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|---|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 |
| LEADERSHIP DEVELOPMENT | | | | | | | | | | | | | | | | |
| 9c. Developmental assignments that give you experience in other functions in the organization. | | | | | | | | | | | | | | | | |
| Total Army | 19558 | <div><div></div><div></div><div></div></div> | | | | | 7 | 30 | 35 | 20 | 7 | -- | -- | 3.10 | 1.04 | |
| Total Career Program | 9746 | <div><div></div><div></div><div></div></div> | | | | | 7 | 31 | 35 | 20 | 7 | -- | -- | 3.12 | 1.03 | |
| Civilian Personnel Administration | 236 | <div><div></div><div></div><div></div></div> | | | | | 9 | 35 | 33 | 19 | 3 | -- | -- | 3.27 | 0.98 | |
| Comptroller | 916 | <div><div></div><div></div><div></div></div> | | | | | 8 | 28 | 37 | 20 | 7 | -- | -- | 3.10 | 1.03 | |
| Safety Management | 260 | <div><div></div><div></div><div></div></div> | | | | | 7 | 28 | 39 | 23 | 3 | -- | -- | 3.13 | 0.94 | |
| Supply Management | 768 | <div><div></div><div></div><div></div></div> | | | | | 7 | 32 | 32 | 22 | 6 | -- | -- | 3.13 | 1.03 | |
| Contracting and Acquisition | 446 | <div><div></div><div></div><div></div></div> | | | | | 10 | 34 | 32 | 16 | 8 | -- | -- | 3.22 | 1.08 | |
| Quality and Reliability Assurance | 74 | <div><div></div><div></div><div></div></div> | | | | | 7 | 26 | 43 | 16 | 8 | -- | -- | 3.07 | 1.00 | |
| Engineers and Scientists (Non-Construction) | 1083 | <div><div></div><div></div><div></div></div> | | | | | 9 | 35 | 33 | 18 | 5 | -- | -- | 3.25 | 1.03 | |
| Materiel Maintenance Management | 819 | <div><div></div><div></div><div></div></div> | | | | | 8 | 34 | 32 | 19 | 7 | -- | -- | 3.19 | 1.05 | |
| Engineers and Scientists (Construction) | 1338 | <div><div></div><div></div><div></div></div> | | | | | 9 | 40 | 32 | 14 | 4 | -- | -- | 3.36 | 0.98 | |
| Security | 218 | <div><div></div><div></div><div></div></div> | | | | | 9 | 22 | 38 | 22 | 8 | -- | -- | 3.03 | 1.06 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 54 | <div><div></div><div></div><div></div></div> | | | | | 9 | 31 | 33 | 15 | 11 | -- | -- | 3.13 | 1.12 | |
| Public Affairs and Communication Media | 153 | <div><div></div><div></div><div></div></div> | | | | | 7 | 25 | 34 | 25 | 9 | -- | -- | 2.96 | 1.07 | |
| Transportation Management | 190 | <div><div></div><div></div><div></div></div> | | | | | 7 | 23 | 41 | 21 | 8 | -- | -- | 2.99 | 1.03 | |
| Manpower and Force Management | 364 | <div><div></div><div></div><div></div></div> | | | | | 4 | 22 | 39 | 29 | 7 | -- | -- | 2.86 | 0.95 | |
| Housing Management | 110 | <div><div></div><div></div><div></div></div> | | | | | 7 | 29 | 35 | 20 | 9 | -- | -- | 3.05 | 1.07 | |
| Equal Employment Opportunity | 89 | <div><div></div><div></div><div></div></div> | | | | | 8 | 29 | 38 | 19 | 6 | -- | -- | 3.15 | 1.00 | |
| Education Services | 96 | <div><div></div><div></div><div></div></div> | | | | | 7 | 24 | 34 | 20 | 15 | -- | -- | 2.90 | 1.14 | |
| Training | 728 | <div><div></div><div></div><div></div></div> | | | | | 6 | 26 | 37 | 22 | 10 | -- | -- | 2.96 | 1.04 | |
| Ammunition Management | 114 | <div><div></div><div></div><div></div></div> | | | | | 10 | 39 | 31 | 14 | 6 | -- | -- | 3.32 | 1.03 | |
| Information Mission Area (IMA) | 901 | <div><div></div><div></div><div></div></div> | | | | | 6 | 26 | 39 | 20 | 9 | -- | -- | 3.00 | 1.02 | |
| Intelligence (Excepted Services Only) | 474 | <div><div></div><div></div><div></div></div> | | | | | 3 | 23 | 40 | 26 | 8 | -- | -- | 2.87 | 0.97 | |
| Military Personnel Management | 265 | <div><div></div><div></div><div></div></div> | | | | | 5 | 25 | 40 | 19 | 11 | -- | -- | 2.95 | 1.03 | |

= % Favorable (Satisfied)
 = % Neither satisfied/dissatisfied
 = % Unfavorable (Dissatisfied)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|---|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|---|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 |
| LEADERSHIP DEVELOPMENT | | | | | | | | | | | | | | | | |
| 9d. The availability of opportunities to expand the range of your skills. | | | | | | | | | | | | | | | | |
| Total Army | 19841 | <div><div></div><div></div><div></div></div> | | | | | 8 | 35 | 29 | 20 | 7 | -- | -- | 3.19 | 1.06 | |
| Total Career Program | 9894 | <div><div></div><div></div><div></div></div> | | | | | 8 | 37 | 30 | 19 | 6 | -- | -- | 3.23 | 1.04 | |
| Civilian Personnel Administration | 239 | <div><div></div><div></div><div></div></div> | | | | | 10 | 39 | 29 | 18 | 3 | -- | -- | 3.36 | 0.99 | |
| Comptroller | 928 | <div><div></div><div></div><div></div></div> | | | | | 9 | 38 | 29 | 18 | 5 | -- | -- | 3.28 | 1.04 | |
| Safety Management | 267 | <div><div></div><div></div><div></div></div> | | | | | 9 | 36 | 31 | 22 | 3 | -- | -- | 3.25 | 0.99 | |
| Supply Management | 785 | <div><div></div><div></div><div></div></div> | | | | | 8 | 37 | 29 | 20 | 6 | -- | -- | 3.20 | 1.05 | |
| Contracting and Acquisition | 450 | <div><div></div><div></div><div></div></div> | | | | | 12 | 40 | 27 | 16 | 5 | -- | -- | 3.37 | 1.05 | |
| Quality and Reliability Assurance | 77 | <div><div></div><div></div><div></div></div> | | | | | 5 | 38 | 34 | 16 | 8 | -- | -- | 3.17 | 1.01 | |
| Engineers and Scientists (Non-Construction) | 1095 | <div><div></div><div></div><div></div></div> | | | | | 10 | 41 | 29 | 16 | 4 | -- | -- | 3.37 | 1.00 | |
| Materiel Maintenance Management | 825 | <div><div></div><div></div><div></div></div> | | | | | 9 | 37 | 29 | 19 | 5 | -- | -- | 3.26 | 1.03 | |
| Engineers and Scientists (Construction) | 1361 | <div><div></div><div></div><div></div></div> | | | | | 10 | 45 | 27 | 14 | 4 | -- | -- | 3.43 | 0.98 | |
| Security | 224 | <div><div></div><div></div><div></div></div> | | | | | 10 | 27 | 30 | 23 | 9 | -- | -- | 3.07 | 1.13 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 55 | <div><div></div><div></div><div></div></div> | | | | | 5 | 40 | 29 | 20 | 5 | -- | -- | 3.20 | 1.00 | |
| Public Affairs and Communication Media | 157 | <div><div></div><div></div><div></div></div> | | | | | 9 | 29 | 27 | 29 | 6 | -- | -- | 3.05 | 1.09 | |
| Transportation Management | 193 | <div><div></div><div></div><div></div></div> | | | | | 8 | 27 | 33 | 23 | 9 | -- | -- | 3.01 | 1.09 | |
| Manpower and Force Management | 367 | <div><div></div><div></div><div></div></div> | | | | | 6 | 33 | 30 | 25 | 6 | -- | -- | 3.08 | 1.02 | |
| Housing Management | 112 | <div><div></div><div></div><div></div></div> | | | | | 8 | 30 | 33 | 20 | 9 | -- | -- | 3.09 | 1.08 | |
| Equal Employment Opportunity | 89 | <div><div></div><div></div><div></div></div> | | | | | 10 | 38 | 28 | 17 | 7 | -- | -- | 3.28 | 1.07 | |
| Education Services | 97 | <div><div></div><div></div><div></div></div> | | | | | 4 | 33 | 33 | 19 | 11 | -- | -- | 3.00 | 1.06 | |
| Training | 745 | <div><div></div><div></div><div></div></div> | | | | | 7 | 33 | 28 | 22 | 10 | -- | -- | 3.06 | 1.11 | |
| Ammunition Management | 113 | <div><div></div><div></div><div></div></div> | | | | | 10 | 49 | 27 | 12 | 4 | -- | -- | 3.50 | 0.94 | |
| Information Mission Area (IMA) | 915 | <div><div></div><div></div><div></div></div> | | | | | 7 | 33 | 33 | 19 | 8 | -- | -- | 3.11 | 1.05 | |
| Intelligence (Excepted Services Only) | 483 | <div><div></div><div></div><div></div></div> | | | | | 3 | 32 | 31 | 27 | 8 | -- | -- | 2.95 | 1.00 | |
| Military Personnel Management | 265 | <div><div></div><div></div><div></div></div> | | | | | 7 | 29 | 34 | 20 | 10 | -- | -- | 3.04 | 1.07 | |

■ = % Favorable (Satisfied) ■ = % Neither satisfied/dissatisfied ■ = % Unfavorable (Dissatisfied)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|--|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|---|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 |
| LEADERSHIP DEVELOPMENT | | | | | | | | | | | | | | | | |
| 9e. The help you have received to plan your career path. | | | | | | | | | | | | | | | | |
| Total Army | 19964 | <div><div></div><div></div><div></div></div> | | | | | 6 | 26 | 33 | 23 | 11 | -- | -- | 2.92 | 1.09 | |
| Total Career Program | 9989 | <div><div></div><div></div><div></div></div> | | | | | 6 | 28 | 33 | 22 | 11 | -- | -- | 2.97 | 1.08 | |
| Civilian Personnel Administration | 236 | <div><div></div><div></div><div></div></div> | | | | | 10 | 30 | 33 | 20 | 8 | -- | -- | 3.13 | 1.09 | |
| Comptroller | 942 | <div><div></div><div></div><div></div></div> | | | | | 7 | 31 | 35 | 20 | 7 | -- | -- | 3.10 | 1.04 | |
| Safety Management | 268 | <div><div></div><div></div><div></div></div> | | | | | 7 | 28 | 33 | 22 | 10 | -- | -- | 3.02 | 1.09 | |
| Supply Management | 794 | <div><div></div><div></div><div></div></div> | | | | | 6 | 30 | 29 | 24 | 11 | -- | -- | 2.97 | 1.11 | |
| Contracting and Acquisition | 458 | <div><div></div><div></div><div></div></div> | | | | | 8 | 34 | 29 | 18 | 10 | -- | -- | 3.14 | 1.11 | |
| Quality and Reliability Assurance | 77 | <div><div></div><div></div><div></div></div> | | | | | 6 | 19 | 31 | 31 | 12 | -- | -- | 2.78 | 1.09 | |
| Engineers and Scientists (Non-Construction) | 1106 | <div><div></div><div></div><div></div></div> | | | | | 7 | 27 | 34 | 22 | 10 | -- | -- | 3.01 | 1.08 | |
| Materiel Maintenance Management | 836 | <div><div></div><div></div><div></div></div> | | | | | 6 | 29 | 33 | 21 | 11 | -- | -- | 2.99 | 1.09 | |
| Engineers and Scientists (Construction) | 1373 | <div><div></div><div></div><div></div></div> | | | | | 6 | 34 | 34 | 18 | 8 | -- | -- | 3.12 | 1.03 | |
| Security | 226 | <div><div></div><div></div><div></div></div> | | | | | 6 | 17 | 38 | 26 | 12 | -- | -- | 2.79 | 1.06 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 57 | <div><div></div><div></div><div></div></div> | | | | | 5 | 37 | 32 | 18 | 9 | -- | -- | 3.12 | 1.04 | |
| Public Affairs and Communication Media | 159 | <div><div></div><div></div><div></div></div> | | | | | 4 | 19 | 35 | 27 | 14 | -- | -- | 2.72 | 1.06 | |
| Transportation Management | 193 | <div><div></div><div></div><div></div></div> | | | | | 7 | 22 | 27 | 33 | 10 | -- | -- | 2.84 | 1.10 | |
| Manpower and Force Management | 373 | <div><div></div><div></div><div></div></div> | | | | | 4 | 25 | 35 | 25 | 11 | -- | -- | 2.88 | 1.04 | |
| Housing Management | 111 | <div><div></div><div></div><div></div></div> | | | | | 7 | 29 | 27 | 25 | 12 | -- | -- | 2.95 | 1.14 | |
| Equal Employment Opportunity | 89 | <div><div></div><div></div><div></div></div> | | | | | 7 | 33 | 33 | 21 | 7 | -- | -- | 3.11 | 1.03 | |
| Education Services | 98 | <div><div></div><div></div><div></div></div> | | | | | 8 | 23 | 33 | 19 | 16 | -- | -- | 2.88 | 1.18 | |
| Training | 746 | <div><div></div><div></div><div></div></div> | | | | | 6 | 21 | 33 | 24 | 16 | -- | -- | 2.78 | 1.13 | |
| Ammunition Management | 117 | <div><div></div><div></div><div></div></div> | | | | | 6 | 34 | 33 | 17 | 9 | -- | -- | 3.10 | 1.06 | |
| Information Mission Area (IMA) | 923 | <div><div></div><div></div><div></div></div> | | | | | 5 | 23 | 36 | 24 | 12 | -- | -- | 2.85 | 1.07 | |
| Intelligence (Excepted Services Only) | 490 | <div><div></div><div></div><div></div></div> | | | | | 2 | 22 | 33 | 27 | 15 | -- | -- | 2.69 | 1.05 | |
| Military Personnel Management | 265 | <div><div></div><div></div><div></div></div> | | | | | 5 | 21 | 34 | 23 | 16 | -- | -- | 2.77 | 1.11 | |

■ = % Favorable (Satisfied) ■ = % Neither satisfied/dissatisfied ■ = % Unfavorable (Dissatisfied)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|---|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|---|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 |
| LEADERSHIP DEVELOPMENT | | | | | | | | | | | | | | | | |
| 9f. The way your supervisor creates or calls attention to leader development opportunities. | | | | | | | | | | | | | | | | |
| Total Army | 19867 | <div><div></div><div></div><div></div></div> | | | | | 9 | 32 | 34 | 16 | 9 | -- | -- | 3.18 | 1.08 | |
| Total Career Program | 9928 | <div><div></div><div></div><div></div></div> | | | | | 10 | 34 | 33 | 15 | 8 | -- | -- | 3.23 | 1.07 | |
| Civilian Personnel Administration | 238 | <div><div></div><div></div><div></div></div> | | | | | 12 | 37 | 31 | 17 | 3 | -- | -- | 3.38 | 1.01 | |
| Comptroller | 931 | <div><div></div><div></div><div></div></div> | | | | | 12 | 36 | 30 | 15 | 7 | -- | -- | 3.30 | 1.09 | |
| Safety Management | 264 | <div><div></div><div></div><div></div></div> | | | | | 11 | 34 | 34 | 15 | 6 | -- | -- | 3.29 | 1.04 | |
| Supply Management | 788 | <div><div></div><div></div><div></div></div> | | | | | 9 | 35 | 30 | 18 | 9 | -- | -- | 3.18 | 1.09 | |
| Contracting and Acquisition | 457 | <div><div></div><div></div><div></div></div> | | | | | 11 | 37 | 30 | 15 | 8 | -- | -- | 3.29 | 1.09 | |
| Quality and Reliability Assurance | 75 | <div><div></div><div></div><div></div></div> | | | | | 12 | 29 | 32 | 19 | 8 | -- | -- | 3.19 | 1.12 | |
| Engineers and Scientists (Non-Construction) | 1094 | <div><div></div><div></div><div></div></div> | | | | | 11 | 35 | 34 | 14 | 6 | -- | -- | 3.31 | 1.03 | |
| Materiel Maintenance Management | 831 | <div><div></div><div></div><div></div></div> | | | | | 10 | 33 | 32 | 16 | 8 | -- | -- | 3.22 | 1.09 | |
| Engineers and Scientists (Construction) | 1372 | <div><div></div><div></div><div></div></div> | | | | | 11 | 41 | 31 | 11 | 6 | -- | -- | 3.38 | 1.03 | |
| Security | 222 | <div><div></div><div></div><div></div></div> | | | | | 10 | 27 | 36 | 19 | 9 | -- | -- | 3.11 | 1.10 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 56 | <div><div></div><div></div><div></div></div> | | | | | 7 | 29 | 39 | 14 | 11 | -- | -- | 3.07 | 1.07 | |
| Public Affairs and Communication Media | 157 | <div><div></div><div></div><div></div></div> | | | | | 8 | 29 | 30 | 22 | 11 | -- | -- | 3.01 | 1.13 | |
| Transportation Management | 191 | <div><div></div><div></div><div></div></div> | | | | | 10 | 35 | 32 | 15 | 8 | -- | -- | 3.24 | 1.08 | |
| Manpower and Force Management | 370 | <div><div></div><div></div><div></div></div> | | | | | 8 | 36 | 32 | 18 | 6 | -- | -- | 3.20 | 1.03 | |
| Housing Management | 112 | <div><div></div><div></div><div></div></div> | | | | | 11 | 30 | 35 | 16 | 8 | -- | -- | 3.20 | 1.08 | |
| Equal Employment Opportunity | 89 | <div><div></div><div></div><div></div></div> | | | | | 13 | 47 | 19 | 11 | 9 | -- | -- | 3.45 | 1.13 | |
| Education Services | 98 | <div><div></div><div></div><div></div></div> | | | | | 13 | 29 | 31 | 15 | 12 | -- | -- | 3.15 | 1.20 | |
| Training | 748 | <div><div></div><div></div><div></div></div> | | | | | 9 | 28 | 36 | 15 | 11 | -- | -- | 3.09 | 1.11 | |
| Ammunition Management | 116 | <div><div></div><div></div><div></div></div> | | | | | 9 | 39 | 30 | 16 | 6 | -- | -- | 3.28 | 1.03 | |
| Information Mission Area (IMA) | 916 | <div><div></div><div></div><div></div></div> | | | | | 8 | 30 | 37 | 17 | 9 | -- | -- | 3.12 | 1.05 | |
| Intelligence (Excepted Services Only) | 487 | <div><div></div><div></div><div></div></div> | | | | | 6 | 30 | 36 | 20 | 8 | -- | -- | 3.05 | 1.03 | |
| Military Personnel Management | 264 | <div><div></div><div></div><div></div></div> | | | | | 8 | 28 | 36 | 16 | 12 | -- | -- | 3.04 | 1.10 | |

■ = % Favorable (Satisfied) ■ = % Neither satisfied/dissatisfied ■ = % Unfavorable (Dissatisfied)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|---|--------|---------------------------------|-----|-----|-----|-----|-------------------|----|----|---|---|----------------------------|----------------------------|------|------------|---|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 |
| PERSONAL WORK EXPERIENCES | | | | | | | | | | | | | | | | |
| 10a. My work gives me a feeling of personal accomplishment. | | | | | | | | | | | | | | | | |
| Total Army | 19953 | <div><div></div></div> 85%8%7% | | | | | 38 | 47 | 8 | 5 | 2 | -- | -- | 4.13 | 0.92 | |
| Total Career Program | 9942 | <div><div></div></div> 85%8%7% | | | | | 37 | 48 | 8 | 5 | 2 | -- | -- | 4.13 | 0.91 | |
| Civilian Personnel Administration | 237 | <div><div></div></div> 89%56 | | | | | 40 | 49 | 5 | 4 | 2 | -- | -- | 4.21 | 0.85 | |
| Comptroller | 939 | <div><div></div></div> 85%8%7% | | | | | 37 | 49 | 8 | 5 | 2 | -- | -- | 4.14 | 0.89 | |
| Safety Management | 266 | <div><div></div></div> 88%7%5 | | | | | 33 | 54 | 7 | 4 | 1 | -- | -- | 4.15 | 0.81 | |
| Supply Management | 795 | <div><div></div></div> 85%8%7% | | | | | 40 | 45 | 8 | 4 | 2 | -- | -- | 4.16 | 0.91 | |
| Contracting and Acquisition | 458 | <div><div></div></div> 86%7%6 | | | | | 39 | 47 | 7 | 4 | 2 | -- | -- | 4.17 | 0.89 | |
| Quality and Reliability Assurance | 75 | <div><div></div></div> 83%12%5 | | | | | 27 | 56 | 12 | 4 | 1 | -- | -- | 4.03 | 0.82 | |
| Engineers and Scientists (Non-Construction) | 1102 | <div><div></div></div> 86%7%7% | | | | | 37 | 49 | 7 | 5 | 2 | -- | -- | 4.14 | 0.90 | |
| Materiel Maintenance Management | 824 | <div><div></div></div> 83%9%8% | | | | | 37 | 46 | 9 | 5 | 3 | -- | -- | 4.09 | 0.95 | |
| Engineers and Scientists (Construction) | 1365 | <div><div></div></div> 87%7%6 | | | | | 36 | 51 | 7 | 4 | 2 | -- | -- | 4.15 | 0.87 | |
| Security | 223 | <div><div></div></div> 83%8%9% | | | | | 36 | 47 | 8 | 5 | 4 | -- | -- | 4.06 | 0.99 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 58 | <div><div></div></div> 83%9%9% | | | | | 31 | 52 | 9 | 7 | 2 | -- | -- | 4.03 | 0.91 | |
| Public Affairs and Communication Media | 158 | <div><div></div></div> 84%10%6 | | | | | 35 | 48 | 10 | 4 | 2 | -- | -- | 4.11 | 0.89 | |
| Transportation Management | 193 | <div><div></div></div> 89%66 | | | | | 41 | 48 | 6 | 4 | 2 | -- | -- | 4.22 | 0.85 | |
| Manpower and Force Management | 368 | <div><div></div></div> 82%8%10% | | | | | 29 | 53 | 8 | 6 | 3 | -- | -- | 3.99 | 0.96 | |
| Housing Management | 111 | <div><div></div></div> 87%8%5 | | | | | 45 | 42 | 8 | 4 | 1 | -- | -- | 4.27 | 0.83 | |
| Equal Employment Opportunity | 89 | <div><div></div></div> 91%44 | | | | | 53 | 38 | 4 | 3 | 1 | -- | -- | 4.38 | 0.81 | |
| Education Services | 98 | <div><div></div></div> 89%8%3 | | | | | 48 | 41 | 8 | 0 | 3 | -- | -- | 4.31 | 0.86 | |
| Training | 747 | <div><div></div></div> 84%7%9% | | | | | 40 | 44 | 7 | 5 | 3 | -- | -- | 4.12 | 0.99 | |
| Ammunition Management | 116 | <div><div></div></div> 85%6%9% | | | | | 45 | 41 | 6 | 6 | 3 | -- | -- | 4.19 | 0.97 | |
| Information Mission Area (IMA) | 919 | <div><div></div></div> 82%10%8% | | | | | 34 | 48 | 10 | 6 | 2 | -- | -- | 4.05 | 0.94 | |
| Intelligence (Excepted Services Only) | 482 | <div><div></div></div> 85%8%7% | | | | | 35 | 50 | 8 | 5 | 2 | -- | -- | 4.12 | 0.89 | |
| Military Personnel Management | 266 | <div><div></div></div> 88%7%5 | | | | | 50 | 38 | 7 | 2 | 3 | -- | -- | 4.30 | 0.90 | |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)

-- No history data available

* Any item marked with an asterisk within this composite is phrased such that Disagree is a FAVORABLE response and is shown under the % Favorable (Agree) category



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|---|--------|-------------------------------|-----|-----|-----|-----|-------------------|----|---|---|---|----------------------------|----------------------------|------|------------|---|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 |
| PERSONAL WORK EXPERIENCES | | | | | | | | | | | | | | | | |
| 10b. I like the kind of work I do. | | | | | | | | | | | | | | | | |
| Total Army | 19958 | <div><div></div></div> 91%63 | | | | | 47 | 44 | 6 | 2 | 1 | -- | -- | 4.34 | 0.76 | |
| Total Career Program | 9946 | <div><div></div></div> 91%63 | | | | | 46 | 45 | 6 | 2 | 1 | -- | -- | 4.33 | 0.76 | |
| Civilian Personnel Administration | 237 | <div><div></div></div> 93%34 | | | | | 50 | 43 | 3 | 3 | 1 | -- | -- | 4.39 | 0.76 | |
| Comptroller | 938 | <div><div></div></div> 91%7%3 | | | | | 43 | 47 | 7 | 2 | 1 | -- | -- | 4.30 | 0.74 | |
| Safety Management | 267 | <div><div></div></div> 94%5 | | | | | 49 | 46 | 5 | 1 | 0 | -- | -- | 4.42 | 0.62 | |
| Supply Management | 795 | <div><div></div></div> 91%6 | | | | | 51 | 41 | 6 | 2 | 1 | -- | -- | 4.39 | 0.75 | |
| Contracting and Acquisition | 459 | <div><div></div></div> 90%7%3 | | | | | 45 | 45 | 7 | 3 | 0 | -- | -- | 4.31 | 0.76 | |
| Quality and Reliability Assurance | 75 | <div><div></div></div> 93%5 | | | | | 41 | 52 | 5 | 1 | 0 | -- | -- | 4.33 | 0.64 | |
| Engineers and Scientists (Non-Construction) | 1102 | <div><div></div></div> 89%7%4 | | | | | 40 | 48 | 7 | 3 | 1 | -- | -- | 4.23 | 0.81 | |
| Materiel Maintenance Management | 824 | <div><div></div></div> 88%8%3 | | | | | 46 | 43 | 8 | 3 | 1 | -- | -- | 4.30 | 0.79 | |
| Engineers and Scientists (Construction) | 1367 | <div><div></div></div> 90%64 | | | | | 44 | 46 | 6 | 3 | 1 | -- | -- | 4.30 | 0.77 | |
| Security | 224 | <div><div></div></div> 93%4 | | | | | 50 | 42 | 4 | 2 | 1 | -- | -- | 4.40 | 0.74 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 58 | <div><div></div></div> 90%55 | | | | | 41 | 48 | 5 | 5 | 0 | -- | -- | 4.26 | 0.78 | |
| Public Affairs and Communication Media | 158 | <div><div></div></div> 92%6 | | | | | 51 | 42 | 6 | 2 | 0 | -- | -- | 4.41 | 0.69 | |
| Transportation Management | 193 | <div><div></div></div> 96%3 | | | | | 49 | 47 | 3 | 1 | 0 | -- | -- | 4.44 | 0.61 | |
| Manpower and Force Management | 367 | <div><div></div></div> 88%8%5 | | | | | 36 | 51 | 8 | 4 | 1 | -- | -- | 4.18 | 0.80 | |
| Housing Management | 111 | <div><div></div></div> 95%1 | | | | | 57 | 38 | 3 | 1 | 2 | -- | -- | 4.47 | 0.76 | |
| Equal Employment Opportunity | 89 | <div><div></div></div> 96%3 | | | | | 65 | 30 | 3 | 0 | 1 | -- | -- | 4.58 | 0.67 | |
| Education Services | 98 | <div><div></div></div> 91%63 | | | | | 53 | 38 | 6 | 1 | 2 | -- | -- | 4.39 | 0.82 | |
| Training | 747 | <div><div></div></div> 92%53 | | | | | 48 | 44 | 5 | 2 | 2 | -- | -- | 4.35 | 0.79 | |
| Ammunition Management | 116 | <div><div></div></div> 90%9%1 | | | | | 52 | 38 | 9 | 1 | 1 | -- | -- | 4.39 | 0.75 | |
| Information Mission Area (IMA) | 920 | <div><div></div></div> 91%63 | | | | | 43 | 47 | 6 | 3 | 1 | -- | -- | 4.30 | 0.75 | |
| Intelligence (Excepted Services Only) | 482 | <div><div></div></div> 91%64 | | | | | 47 | 44 | 6 | 2 | 1 | -- | -- | 4.33 | 0.78 | |
| Military Personnel Management | 266 | <div><div></div></div> 94%5 | | | | | 58 | 36 | 5 | 1 | 0 | -- | -- | 4.51 | 0.64 | |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)

-- No history data available

* Any item marked with an asterisk within this composite is phrased such that Disagree is a FAVORABLE response and is shown under the % Favorable (Agree) category



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|---|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|---|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 |
| PERSONAL WORK EXPERIENCES | | | | | | | | | | | | | | | | |
| 10c. Creativity and innovation are rewarded. | | | | | | | | | | | | | | | | |
| Total Army | 19845 | <div><div></div><div></div><div></div></div> | | | | | 21 | 36 | 21 | 15 | 7 | -5 | -4 | 3.48 | 1.17 | |
| Total Career Program | 9889 | <div><div></div><div></div><div></div></div> | | | | | 21 | 37 | 22 | 14 | 6 | -7 | -5 | 3.52 | 1.15 | |
| Civilian Personnel Administration | 233 | <div><div></div><div></div><div></div></div> | | | | | 19 | 39 | 24 | 15 | 3 | -22 | -20 | 3.57 | 1.05 | |
| Comptroller | 931 | <div><div></div><div></div><div></div></div> | | | | | 23 | 36 | 21 | 15 | 5 | -9 | -12 | 3.56 | 1.15 | |
| Safety Management | 263 | <div><div></div><div></div><div></div></div> | | | | | 21 | 38 | 24 | 13 | 5 | -3 | -1 | 3.58 | 1.10 | |
| Supply Management | 787 | <div><div></div><div></div><div></div></div> | | | | | 21 | 34 | 21 | 18 | 6 | -7 | -10 | 3.46 | 1.18 | |
| Contracting and Acquisition | 454 | <div><div></div><div></div><div></div></div> | | | | | 18 | 35 | 25 | 16 | 6 | -8 | -11 | 3.44 | 1.14 | |
| Quality and Reliability Assurance | 73 | <div><div></div><div></div><div></div></div> | | | | | 18 | 40 | 22 | 12 | 8 | +10 | +10 | 3.47 | 1.16 | |
| Engineers and Scientists (Non-Construction) | 1098 | <div><div></div><div></div><div></div></div> | | | | | 20 | 42 | 19 | 13 | 6 | -12 | -9 | 3.56 | 1.12 | |
| Materiel Maintenance Management | 822 | <div><div></div><div></div><div></div></div> | | | | | 22 | 37 | 22 | 13 | 6 | -6 | -4 | 3.55 | 1.16 | |
| Engineers and Scientists (Construction) | 1363 | <div><div></div><div></div><div></div></div> | | | | | 20 | 39 | 23 | 13 | 6 | -2 | 0 | 3.54 | 1.11 | |
| Security | 224 | <div><div></div><div></div><div></div></div> | | | | | 23 | 33 | 24 | 12 | 8 | -8 | +3 | 3.51 | 1.20 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 58 | <div><div></div><div></div><div></div></div> | | | | | 19 | 41 | 22 | 12 | 5 | +6 | +5 | 3.57 | 1.08 | |
| Public Affairs and Communication Media | 157 | <div><div></div><div></div><div></div></div> | | | | | 20 | 35 | 21 | 17 | 6 | -4 | -3 | 3.46 | 1.18 | |
| Transportation Management | 192 | <div><div></div><div></div><div></div></div> | | | | | 22 | 31 | 24 | 15 | 8 | -7 | -1 | 3.44 | 1.21 | |
| Manpower and Force Management | 366 | <div><div></div><div></div><div></div></div> | | | | | 18 | 40 | 22 | 15 | 5 | -11 | -9 | 3.52 | 1.10 | |
| Housing Management | 109 | <div><div></div><div></div><div></div></div> | | | | | 18 | 38 | 22 | 13 | 9 | -5 | -2 | 3.43 | 1.19 | |
| Equal Employment Opportunity | 86 | <div><div></div><div></div><div></div></div> | | | | | 28 | 33 | 21 | 13 | 6 | -18 | +6 | 3.64 | 1.18 | |
| Education Services | 98 | <div><div></div><div></div><div></div></div> | | | | | 23 | 29 | 23 | 14 | 10 | -11 | -12 | 3.41 | 1.27 | |
| Training | 747 | <div><div></div><div></div><div></div></div> | | | | | 21 | 35 | 21 | 14 | 8 | -4 | +1 | 3.46 | 1.21 | |
| Ammunition Management | 113 | <div><div></div><div></div><div></div></div> | | | | | 24 | 32 | 20 | 18 | 6 | -16 | -10 | 3.50 | 1.21 | |
| Information Mission Area (IMA) | 917 | <div><div></div><div></div><div></div></div> | | | | | 20 | 34 | 25 | 15 | 6 | -4 | -5 | 3.47 | 1.15 | |
| Intelligence (Excepted Services Only) | 479 | <div><div></div><div></div><div></div></div> | | | | | 19 | 39 | 20 | 16 | 7 | -7 | -2 | 3.48 | 1.16 | |
| Military Personnel Management | 266 | <div><div></div><div></div><div></div></div> | | | | | 25 | 33 | 22 | 13 | 8 | -- | -- | 3.54 | 1.21 | |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)

-- No history data available

* Any item marked with an asterisk within this composite is phrased such that Disagree is a FAVORABLE response and is shown under the % Favorable (Agree) category



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|---|---|----------------------------|----------------------------|------|------------|------|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 |
| PERSONAL WORK EXPERIENCES | | | | | | | | | | | | | | | | |
| 10d. The work I do is important. | | | | | | | | | | | | | | | | |
| Total Army | 19929 | 95% | | | | | 4 | 56 | 39 | 4 | 1 | 0 | -- | -- | 4.50 | 0.65 |
| Total Career Program | 9933 | 95% | | | | | 4 | 56 | 39 | 4 | 1 | 0 | -- | -- | 4.48 | 0.66 |
| Civilian Personnel Administration | 236 | 97% | | | | | 1 | 56 | 41 | 1 | 0 | 1 | -- | -- | 4.52 | 0.63 |
| Comptroller | 938 | 94% | | | | | 5 | 51 | 43 | 5 | 1 | 1 | -- | -- | 4.42 | 0.69 |
| Safety Management | 267 | 97% | | | | | 1 | 66 | 31 | 2 | 1 | 0 | -- | -- | 4.63 | 0.56 |
| Supply Management | 792 | 95% | | | | | 4 | 61 | 34 | 4 | 1 | 1 | -- | -- | 4.54 | 0.66 |
| Contracting and Acquisition | 459 | 96% | | | | | 4 | 57 | 38 | 4 | 0 | 0 | -- | -- | 4.52 | 0.61 |
| Quality and Reliability Assurance | 75 | 99% | | | | | 1 | 63 | 36 | 0 | 0 | 1 | -- | -- | 4.59 | 0.63 |
| Engineers and Scientists (Non-Construction) | 1098 | 93% | | | | | 6 | 49 | 45 | 6 | 0 | 0 | -- | -- | 4.41 | 0.66 |
| Materiel Maintenance Management | 822 | 95% | | | | | 3 | 56 | 39 | 3 | 2 | 0 | -- | -- | 4.48 | 0.68 |
| Engineers and Scientists (Construction) | 1366 | 94% | | | | | 5 | 51 | 43 | 5 | 1 | 0 | -- | -- | 4.44 | 0.66 |
| Security | 223 | 95% | | | | | 4 | 64 | 31 | 4 | 0 | 1 | -- | -- | 4.57 | 0.66 |
| Quality Assurance Specialists (Ammunition Surveillance) | 58 | 93% | | | | | 7 | 60 | 33 | 7 | 0 | 0 | -- | -- | 4.53 | 0.62 |
| Public Affairs and Communication Media | 157 | 94% | | | | | 4 | 55 | 39 | 4 | 2 | 0 | -- | -- | 4.46 | 0.67 |
| Transportation Management | 193 | 97% | | | | | 1 | 64 | 33 | 3 | 0 | 1 | -- | -- | 4.60 | 0.60 |
| Manpower and Force Management | 368 | 93% | | | | | 5 | 45 | 48 | 5 | 1 | 0 | -- | -- | 4.36 | 0.67 |
| Housing Management | 111 | 98% | | | | | 1 | 68 | 31 | 2 | 0 | 0 | -- | -- | 4.66 | 0.51 |
| Equal Employment Opportunity | 89 | 97% | | | | | 3 | 76 | 20 | 3 | 0 | 0 | -- | -- | 4.73 | 0.51 |
| Education Services | 98 | 96% | | | | | 3 | 66 | 30 | 3 | 0 | 1 | -- | -- | 4.60 | 0.65 |
| Training | 746 | 96% | | | | | 1 | 58 | 37 | 3 | 1 | 1 | -- | -- | 4.52 | 0.67 |
| Ammunition Management | 116 | 97% | | | | | 1 | 67 | 29 | 3 | 0 | 1 | -- | -- | 4.62 | 0.62 |
| Information Mission Area (IMA) | 919 | 94% | | | | | 5 | 52 | 42 | 5 | 1 | 1 | -- | -- | 4.44 | 0.68 |
| Intelligence (Excepted Services Only) | 483 | 95% | | | | | 4 | 58 | 36 | 4 | 1 | 1 | -- | -- | 4.51 | 0.67 |
| Military Personnel Management | 266 | 95% | | | | | 5 | 65 | 30 | 5 | 0 | 0 | -- | -- | 4.60 | 0.59 |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)

-- No history data available

* Any item marked with an asterisk within this composite is phrased such that Disagree is a FAVORABLE response and is shown under the % Favorable (Agree) category



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|---|----------------------------|----------------------------|------|------------|------|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 |
| PERSONAL WORK EXPERIENCES | | | | | | | | | | | | | | | | |
| 10e. I know how my work relates to the organization's goals and priorities. | | | | | | | | | | | | | | | | |
| Total Army | 19924 | 92% | | | | | 6 | 48 | 43 | 6 | 2 | 1 | -- | -- | 4.36 | 0.75 |
| Total Career Program | 9926 | 91% | | | | | 6 3 | 48 | 43 | 6 | 2 | 1 | -- | -- | 4.36 | 0.75 |
| Civilian Personnel Administration | 237 | 95% | | | | | 3 | 53 | 42 | 3 | 1 | 1 | -- | -- | 4.44 | 0.71 |
| Comptroller | 939 | 92% | | | | | 5 | 47 | 45 | 5 | 2 | 0 | -- | -- | 4.37 | 0.71 |
| Safety Management | 267 | 93% | | | | | 4 3 | 50 | 43 | 4 | 2 | 1 | -- | -- | 4.39 | 0.73 |
| Supply Management | 792 | 93% | | | | | 5 | 54 | 39 | 5 | 2 | 1 | -- | -- | 4.44 | 0.72 |
| Contracting and Acquisition | 458 | 93% | | | | | 5 | 46 | 48 | 5 | 2 | 0 | -- | -- | 4.37 | 0.67 |
| Quality and Reliability Assurance | 75 | 96% | | | | | | 45 | 51 | 3 | 0 | 1 | -- | -- | 4.39 | 0.67 |
| Engineers and Scientists (Non-Construction) | 1097 | 88% | | | | | 8 4 | 41 | 47 | 8 | 3 | 1 | -- | -- | 4.24 | 0.80 |
| Materiel Maintenance Management | 823 | 93% | | | | | 5 | 49 | 44 | 5 | 2 | 1 | -- | -- | 4.38 | 0.72 |
| Engineers and Scientists (Construction) | 1360 | 91% | | | | | 6 3 | 44 | 46 | 6 | 2 | 1 | -- | -- | 4.30 | 0.77 |
| Security | 224 | 89% | | | | | 6 5 | 54 | 35 | 6 | 4 | 2 | -- | -- | 4.35 | 0.88 |
| Quality Assurance Specialists (Ammunition Surveillance) | 58 | 83% | | | | | 14 3 | 45 | 38 | 14 | 3 | 0 | -- | -- | 4.24 | 0.82 |
| Public Affairs and Communication Media | 156 | 97% | | | | | | 60 | 38 | 3 | 0 | 0 | -- | -- | 4.57 | 0.54 |
| Transportation Management | 193 | 92% | | | | | 6 | 50 | 42 | 6 | 1 | 1 | -- | -- | 4.38 | 0.74 |
| Manpower and Force Management | 368 | 94% | | | | | 4 | 42 | 52 | 4 | 2 | 1 | -- | -- | 4.33 | 0.69 |
| Housing Management | 111 | 94% | | | | | 6 | 59 | 34 | 6 | 0 | 0 | -- | -- | 4.53 | 0.61 |
| Equal Employment Opportunity | 88 | 95% | | | | | 3 | 70 | 25 | 3 | 1 | 0 | -- | -- | 4.65 | 0.60 |
| Education Services | 98 | 90% | | | | | 6 4 | 54 | 36 | 6 | 3 | 1 | -- | -- | 4.39 | 0.82 |
| Training | 747 | 92% | | | | | 5 | 52 | 40 | 5 | 2 | 1 | -- | -- | 4.41 | 0.73 |
| Ammunition Management | 116 | 90% | | | | | 7 3 | 51 | 39 | 7 | 1 | 3 | -- | -- | 4.34 | 0.85 |
| Information Mission Area (IMA) | 918 | 88% | | | | | 7 5 | 46 | 42 | 7 | 4 | 1 | -- | -- | 4.28 | 0.82 |
| Intelligence (Excepted Services Only) | 483 | 88% | | | | | 8 4 | 46 | 43 | 8 | 3 | 1 | -- | -- | 4.29 | 0.81 |
| Military Personnel Management | 265 | 95% | | | | | 4 | 59 | 36 | 4 | 1 | 0 | -- | -- | 4.52 | 0.65 |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)

-- No history data available

* Any item marked with an asterisk within this composite is phrased such that Disagree is a FAVORABLE response and is shown under the % Favorable (Agree) category



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|---|----------------------------|----------------------------|------|------------|---|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 |
| PERSONAL WORK EXPERIENCES | | | | | | | | | | | | | | | | |
| 10f. My talents are used well in the workplace. | | | | | | | | | | | | | | | | |
| Total Army | 19937 | 74%12%13% | | | | | 32 | 42 | 12 | 9 | 4 | -- | -- | 3.89 | 1.09 | |
| Total Career Program | 9934 | 75%12%13% | | | | | 32 | 43 | 12 | 9 | 4 | -- | -- | 3.90 | 1.07 | |
| Civilian Personnel Administration | 237 | 81%10%9% | | | | | 34 | 47 | 10 | 5 | 3 | -- | -- | 4.03 | 0.98 | |
| Comptroller | 939 | 76%12%12% | | | | | 34 | 42 | 12 | 9 | 4 | -- | -- | 3.94 | 1.06 | |
| Safety Management | 267 | 78%9%12% | | | | | 31 | 47 | 9 | 10 | 2 | -- | -- | 3.95 | 1.01 | |
| Supply Management | 794 | 75%12%12% | | | | | 34 | 41 | 12 | 8 | 4 | -- | -- | 3.93 | 1.08 | |
| Contracting and Acquisition | 457 | 76%11%12% | | | | | 28 | 48 | 11 | 7 | 5 | -- | -- | 3.86 | 1.06 | |
| Quality and Reliability Assurance | 75 | 73%11%16% | | | | | 28 | 45 | 11 | 12 | 4 | -- | -- | 3.81 | 1.09 | |
| Engineers and Scientists (Non-Construction) | 1102 | 75%13%13% | | | | | 25 | 49 | 13 | 9 | 4 | -- | -- | 3.84 | 1.02 | |
| Materiel Maintenance Management | 824 | 73%13%14% | | | | | 32 | 41 | 13 | 10 | 4 | -- | -- | 3.87 | 1.11 | |
| Engineers and Scientists (Construction) | 1363 | 79%10%11% | | | | | 30 | 48 | 10 | 7 | 4 | -- | -- | 3.94 | 1.02 | |
| Security | 223 | 74%14%13% | | | | | 37 | 36 | 14 | 9 | 3 | -- | -- | 3.95 | 1.08 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 58 | 76%14%10% | | | | | 36 | 40 | 14 | 9 | 2 | -- | -- | 4.00 | 1.00 | |
| Public Affairs and Communication Media | 156 | 70%14%16% | | | | | 28 | 42 | 14 | 13 | 3 | -- | -- | 3.79 | 1.09 | |
| Transportation Management | 192 | 80%10%10% | | | | | 32 | 47 | 10 | 6 | 4 | -- | -- | 3.97 | 1.02 | |
| Manpower and Force Management | 368 | 71%15%14% | | | | | 28 | 43 | 15 | 10 | 4 | -- | -- | 3.81 | 1.06 | |
| Housing Management | 111 | 79%13%8% | | | | | 33 | 46 | 13 | 5 | 4 | -- | -- | 4.01 | 0.98 | |
| Equal Employment Opportunity | 88 | 76%13%11% | | | | | 44 | 32 | 13 | 8 | 3 | -- | -- | 4.06 | 1.09 | |
| Education Services | 98 | 77%9%14% | | | | | 36 | 41 | 9 | 11 | 3 | -- | -- | 3.95 | 1.08 | |
| Training | 746 | 74%13%13% | | | | | 34 | 40 | 13 | 8 | 4 | -- | -- | 3.91 | 1.10 | |
| Ammunition Management | 116 | 76%10%14% | | | | | 36 | 40 | 10 | 8 | 6 | -- | -- | 3.92 | 1.15 | |
| Information Mission Area (IMA) | 917 | 70%14%16% | | | | | 29 | 41 | 14 | 10 | 5 | -- | -- | 3.79 | 1.14 | |
| Intelligence (Excepted Services Only) | 483 | 72%15%13% | | | | | 31 | 42 | 15 | 9 | 4 | -- | -- | 3.86 | 1.07 | |
| Military Personnel Management | 267 | 79%11%9% | | | | | 45 | 34 | 11 | 7 | 3 | -- | -- | 4.13 | 1.03 | |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)

-- No history data available

* Any item marked with an asterisk within this composite is phrased such that Disagree is a FAVORABLE response and is shown under the % Favorable (Agree) category



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|--|--------|--|-----|-----|-----|-----|-------------------|----|----|----|---|----------------------------|----------------------------|------|------------|---|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 |
| PERSONAL WORK EXPERIENCES | | | | | | | | | | | | | | | | |
| 10g. The people I work with cooperate to get the job done. | | | | | | | | | | | | | | | | |
| Total Army | 19944 | <div><div></div><div></div><div></div><div></div><div></div></div> 81%11%9% | | | | | 33 | 48 | 11 | 6 | 3 | -- | -- | 4.02 | 0.95 | |
| Total Career Program | 9940 | <div><div></div><div></div><div></div><div></div><div></div></div> 82%10%8% | | | | | 34 | 48 | 10 | 5 | 2 | -- | -- | 4.06 | 0.93 | |
| Civilian Personnel Administration | 237 | <div><div></div><div></div><div></div><div></div><div></div></div> 89%7%4% | | | | | 38 | 51 | 7 | 3 | 2 | -- | -- | 4.21 | 0.81 | |
| Comptroller | 939 | <div><div></div><div></div><div></div><div></div><div></div></div> 82%10%8% | | | | | 35 | 47 | 10 | 5 | 2 | -- | -- | 4.07 | 0.93 | |
| Safety Management | 267 | <div><div></div><div></div><div></div><div></div><div></div></div> 75%14%12% | | | | | 29 | 45 | 14 | 9 | 3 | -- | -- | 3.89 | 1.02 | |
| Supply Management | 795 | <div><div></div><div></div><div></div><div></div><div></div></div> 82%10%8% | | | | | 37 | 45 | 10 | 5 | 3 | -- | -- | 4.07 | 0.97 | |
| Contracting and Acquisition | 457 | <div><div></div><div></div><div></div><div></div><div></div></div> 82%10%8% | | | | | 31 | 51 | 10 | 5 | 3 | -- | -- | 4.02 | 0.95 | |
| Quality and Reliability Assurance | 75 | <div><div></div><div></div><div></div><div></div><div></div></div> 81%12%7% | | | | | 35 | 47 | 12 | 5 | 1 | -- | -- | 4.08 | 0.89 | |
| Engineers and Scientists (Non-Construction) | 1101 | <div><div></div><div></div><div></div><div></div><div></div></div> 82%11%7% | | | | | 29 | 53 | 11 | 5 | 2 | -- | -- | 4.01 | 0.89 | |
| Materiel Maintenance Management | 825 | <div><div></div><div></div><div></div><div></div><div></div></div> 82%10%9% | | | | | 33 | 48 | 10 | 6 | 3 | -- | -- | 4.04 | 0.95 | |
| Engineers and Scientists (Construction) | 1368 | <div><div></div><div></div><div></div><div></div><div></div></div> 83%11%6% | | | | | 33 | 50 | 11 | 4 | 2 | -- | -- | 4.07 | 0.89 | |
| Security | 223 | <div><div></div><div></div><div></div><div></div><div></div></div> 83%9%9% | | | | | 35 | 48 | 9 | 7 | 2 | -- | -- | 4.06 | 0.94 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 58 | <div><div></div><div></div><div></div><div></div><div></div></div> 72%16%12% | | | | | 24 | 48 | 16 | 10 | 2 | -- | -- | 3.83 | 0.97 | |
| Public Affairs and Communication Media | 157 | <div><div></div><div></div><div></div><div></div><div></div></div> 76%13%11% | | | | | 35 | 41 | 13 | 8 | 3 | -- | -- | 3.97 | 1.02 | |
| Transportation Management | 192 | <div><div></div><div></div><div></div><div></div><div></div></div> 84%7%9% | | | | | 40 | 44 | 7 | 6 | 3 | -- | -- | 4.13 | 0.97 | |
| Manpower and Force Management | 368 | <div><div></div><div></div><div></div><div></div><div></div></div> 81%10%9% | | | | | 30 | 51 | 10 | 7 | 1 | -- | -- | 4.01 | 0.90 | |
| Housing Management | 111 | <div><div></div><div></div><div></div><div></div><div></div></div> 87%4%9% | | | | | 41 | 47 | 4 | 6 | 3 | -- | -- | 4.16 | 0.95 | |
| Equal Employment Opportunity | 88 | <div><div></div><div></div><div></div><div></div><div></div></div> 84%14% | | | | | 47 | 38 | 14 | 1 | 1 | -- | -- | 4.27 | 0.82 | |
| Education Services | 98 | <div><div></div><div></div><div></div><div></div><div></div></div> 82%10%8% | | | | | 43 | 39 | 10 | 4 | 4 | -- | -- | 4.12 | 1.02 | |
| Training | 747 | <div><div></div><div></div><div></div><div></div><div></div></div> 84%8%8% | | | | | 39 | 44 | 8 | 5 | 3 | -- | -- | 4.13 | 0.95 | |
| Ammunition Management | 116 | <div><div></div><div></div><div></div><div></div><div></div></div> 83%14%3% | | | | | 35 | 47 | 14 | 3 | 0 | -- | -- | 4.15 | 0.78 | |
| Information Mission Area (IMA) | 918 | <div><div></div><div></div><div></div><div></div><div></div></div> 80%12%8% | | | | | 30 | 50 | 12 | 6 | 3 | -- | -- | 3.99 | 0.93 | |
| Intelligence (Excepted Services Only) | 482 | <div><div></div><div></div><div></div><div></div><div></div></div> 82%8%10% | | | | | 29 | 53 | 8 | 7 | 2 | -- | -- | 3.99 | 0.94 | |
| Military Personnel Management | 265 | <div><div></div><div></div><div></div><div></div><div></div></div> 86%6%7% | | | | | 47 | 40 | 6 | 5 | 3 | -- | -- | 4.23 | 0.95 | |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)

-- No history data available

* Any item marked with an asterisk within this composite is phrased such that Disagree is a FAVORABLE response and is shown under the % Favorable (Agree) category



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|---|--------|--|-----|-----|-----|-----|-------------------|----|----|----|---|----------------------------|----------------------------|------|------------|---|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 |
| PERSONAL WORK EXPERIENCES | | | | | | | | | | | | | | | | |
| 10h. Employees have a feeling of personal empowerment with respect to work processes. | | | | | | | | | | | | | | | | |
| Total Army | 19830 | <div><div></div><div></div><div></div></div> | | | | | 21 | 44 | 19 | 11 | 5 | -- | -- | 3.63 | 1.09 | |
| Total Career Program | 9888 | <div><div></div><div></div><div></div></div> | | | | | 21 | 44 | 19 | 11 | 5 | -- | -- | 3.65 | 1.08 | |
| Civilian Personnel Administration | 235 | <div><div></div><div></div><div></div></div> | | | | | 20 | 45 | 20 | 11 | 3 | -- | -- | 3.67 | 1.03 | |
| Comptroller | 937 | <div><div></div><div></div><div></div></div> | | | | | 22 | 45 | 17 | 12 | 5 | -- | -- | 3.65 | 1.11 | |
| Safety Management | 263 | <div><div></div><div></div><div></div></div> | | | | | 20 | 44 | 22 | 11 | 2 | -- | -- | 3.69 | 0.98 | |
| Supply Management | 786 | <div><div></div><div></div><div></div></div> | | | | | 25 | 43 | 17 | 10 | 5 | -- | -- | 3.74 | 1.09 | |
| Contracting and Acquisition | 456 | <div><div></div><div></div><div></div></div> | | | | | 18 | 44 | 20 | 13 | 6 | -- | -- | 3.54 | 1.11 | |
| Quality and Reliability Assurance | 75 | <div><div></div><div></div><div></div></div> | | | | | 16 | 40 | 28 | 11 | 5 | -- | -- | 3.51 | 1.05 | |
| Engineers and Scientists (Non-Construction) | 1097 | <div><div></div><div></div><div></div></div> | | | | | 17 | 45 | 21 | 11 | 6 | -- | -- | 3.56 | 1.07 | |
| Materiel Maintenance Management | 822 | <div><div></div><div></div><div></div></div> | | | | | 23 | 46 | 18 | 9 | 4 | -- | -- | 3.74 | 1.05 | |
| Engineers and Scientists (Construction) | 1353 | <div><div></div><div></div><div></div></div> | | | | | 19 | 47 | 18 | 11 | 5 | -- | -- | 3.64 | 1.06 | |
| Security | 222 | <div><div></div><div></div><div></div></div> | | | | | 23 | 42 | 19 | 9 | 6 | -- | -- | 3.67 | 1.12 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 57 | <div><div></div><div></div><div></div></div> | | | | | 14 | 53 | 18 | 12 | 4 | -- | -- | 3.61 | 0.99 | |
| Public Affairs and Communication Media | 156 | <div><div></div><div></div><div></div></div> | | | | | 22 | 41 | 18 | 10 | 8 | -- | -- | 3.59 | 1.18 | |
| Transportation Management | 191 | <div><div></div><div></div><div></div></div> | | | | | 24 | 46 | 15 | 11 | 4 | -- | -- | 3.75 | 1.07 | |
| Manpower and Force Management | 365 | <div><div></div><div></div><div></div></div> | | | | | 15 | 46 | 23 | 13 | 3 | -- | -- | 3.57 | 0.99 | |
| Housing Management | 111 | <div><div></div><div></div><div></div></div> | | | | | 25 | 50 | 13 | 8 | 5 | -- | -- | 3.83 | 1.04 | |
| Equal Employment Opportunity | 88 | <div><div></div><div></div><div></div></div> | | | | | 34 | 31 | 20 | 11 | 3 | -- | -- | 3.81 | 1.13 | |
| Education Services | 97 | <div><div></div><div></div><div></div></div> | | | | | 28 | 34 | 13 | 16 | 8 | -- | -- | 3.57 | 1.28 | |
| Training | 747 | <div><div></div><div></div><div></div></div> | | | | | 23 | 45 | 18 | 10 | 5 | -- | -- | 3.70 | 1.08 | |
| Ammunition Management | 116 | <div><div></div><div></div><div></div></div> | | | | | 22 | 41 | 19 | 14 | 4 | -- | -- | 3.62 | 1.10 | |
| Information Mission Area (IMA) | 916 | <div><div></div><div></div><div></div></div> | | | | | 20 | 42 | 20 | 13 | 5 | -- | -- | 3.58 | 1.10 | |
| Intelligence (Excepted Services Only) | 480 | <div><div></div><div></div><div></div></div> | | | | | 19 | 44 | 21 | 12 | 5 | -- | -- | 3.59 | 1.07 | |
| Military Personnel Management | 265 | <div><div></div><div></div><div></div></div> | | | | | 34 | 39 | 15 | 6 | 5 | -- | -- | 3.91 | 1.09 | |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)

-- No history data available

* Any item marked with an asterisk within this composite is phrased such that Disagree is a FAVORABLE response and is shown under the % Favorable (Agree) category



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|---|--------|---|-----|-----|-----|-----|-------------------|----|----|----|---|----------------------------|----------------------------|------|------------|--|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | 1 | | | | |
| PERSONAL WORK EXPERIENCES | | | | | | | | | | | | | | | | |
| 10i. I feel encouraged to come up with better ways of doing things. | | | | | | | | | | | | | | | | |
| Total Army | 19932 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>71%15%14%</div> | | | | | 29 | 42 | 15 | 9 | 5 | -- | -- | 3.81 | 1.10 | |
| Total Career Program | 9935 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>71%15%14%</div> | | | | | 29 | 43 | 15 | 9 | 4 | -- | -- | 3.82 | 1.09 | |
| Civilian Personnel Administration | 234 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>73%14%13%</div> | | | | | 27 | 46 | 14 | 9 | 4 | -- | -- | 3.84 | 1.05 | |
| Comptroller | 937 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>73%15%13%</div> | | | | | 32 | 40 | 15 | 8 | 5 | -- | -- | 3.88 | 1.10 | |
| Safety Management | 267 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>73%14%13%</div> | | | | | 29 | 44 | 14 | 11 | 2 | -- | -- | 3.87 | 1.01 | |
| Supply Management | 794 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>73%15%12%</div> | | | | | 32 | 41 | 15 | 7 | 5 | -- | -- | 3.89 | 1.09 | |
| Contracting and Acquisition | 458 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>69%15%16%</div> | | | | | 26 | 42 | 15 | 12 | 5 | -- | -- | 3.74 | 1.11 | |
| Quality and Reliability Assurance | 75 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>68%19%13%</div> | | | | | 24 | 44 | 19 | 11 | 3 | -- | -- | 3.76 | 1.02 | |
| Engineers and Scientists (Non-Construction) | 1099 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>70%16%14%</div> | | | | | 25 | 46 | 16 | 9 | 5 | -- | -- | 3.77 | 1.07 | |
| Materiel Maintenance Management | 823 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>71%15%13%</div> | | | | | 29 | 43 | 15 | 9 | 4 | -- | -- | 3.83 | 1.07 | |
| Engineers and Scientists (Construction) | 1367 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>70%15%15%</div> | | | | | 26 | 44 | 15 | 10 | 5 | -- | -- | 3.76 | 1.10 | |
| Security | 224 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>72%11%17%</div> | | | | | 29 | 43 | 11 | 13 | 4 | -- | -- | 3.79 | 1.12 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 58 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>71%19%10%</div> | | | | | 28 | 43 | 19 | 5 | 5 | -- | -- | 3.83 | 1.05 | |
| Public Affairs and Communication Media | 157 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>69%10%21%</div> | | | | | 27 | 42 | 10 | 15 | 6 | -- | -- | 3.70 | 1.19 | |
| Transportation Management | 192 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>71%16%13%</div> | | | | | 32 | 40 | 16 | 8 | 4 | -- | -- | 3.86 | 1.08 | |
| Manpower and Force Management | 368 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>70%16%14%</div> | | | | | 24 | 46 | 16 | 11 | 3 | -- | -- | 3.78 | 1.02 | |
| Housing Management | 111 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>69%18%13%</div> | | | | | 29 | 41 | 18 | 7 | 5 | -- | -- | 3.80 | 1.10 | |
| Equal Employment Opportunity | 89 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>80%12%8%</div> | | | | | 46 | 34 | 12 | 3 | 4 | -- | -- | 4.13 | 1.05 | |
| Education Services | 98 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>66%16%17%</div> | | | | | 33 | 34 | 16 | 11 | 6 | -- | -- | 3.76 | 1.20 | |
| Training | 748 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>72%14%14%</div> | | | | | 31 | 41 | 14 | 8 | 5 | -- | -- | 3.84 | 1.11 | |
| Ammunition Management | 115 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>70%17%14%</div> | | | | | 35 | 35 | 17 | 10 | 3 | -- | -- | 3.87 | 1.11 | |
| Information Mission Area (IMA) | 919 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>72%14%15%</div> | | | | | 27 | 44 | 14 | 11 | 4 | -- | -- | 3.80 | 1.08 | |
| Intelligence (Excepted Services Only) | 482 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>70%16%14%</div> | | | | | 27 | 43 | 16 | 10 | 4 | -- | -- | 3.79 | 1.07 | |
| Military Personnel Management | 267 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>73%16%10%</div> | | | | | 39 | 34 | 16 | 7 | 3 | -- | -- | 3.98 | 1.07 | |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)

-- No history data available

* Any item marked with an asterisk within this composite is phrased such that Disagree is a FAVORABLE response and is shown under the % Favorable (Agree) category



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|---|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|---|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 |
| PERSONAL WORK EXPERIENCES | | | | | | | | | | | | | | | | |
| 10j. My workload is reasonable. | | | | | | | | | | | | | | | | |
| Total Army | 19924 | <div><div></div><div></div><div></div></div> | | | | | 15 | 43 | 15 | 17 | 11 | -- | -- | 3.34 | 1.23 | |
| Total Career Program | 9935 | <div><div></div><div></div><div></div></div> | | | | | 14 | 42 | 15 | 18 | 11 | -- | -- | 3.29 | 1.23 | |
| Civilian Personnel Administration | 235 | <div><div></div><div></div><div></div></div> | | | | | 12 | 43 | 13 | 20 | 12 | -- | -- | 3.23 | 1.24 | |
| Comptroller | 938 | <div><div></div><div></div><div></div></div> | | | | | 15 | 43 | 14 | 18 | 10 | -- | -- | 3.35 | 1.22 | |
| Safety Management | 267 | <div><div></div><div></div><div></div></div> | | | | | 15 | 41 | 16 | 15 | 12 | -- | -- | 3.32 | 1.25 | |
| Supply Management | 795 | <div><div></div><div></div><div></div></div> | | | | | 18 | 44 | 14 | 14 | 9 | -- | -- | 3.48 | 1.21 | |
| Contracting and Acquisition | 458 | <div><div></div><div></div><div></div></div> | | | | | 10 | 36 | 14 | 24 | 15 | -- | -- | 3.02 | 1.28 | |
| Quality and Reliability Assurance | 74 | <div><div></div><div></div><div></div></div> | | | | | 14 | 51 | 14 | 9 | 12 | -- | -- | 3.45 | 1.20 | |
| Engineers and Scientists (Non-Construction) | 1101 | <div><div></div><div></div><div></div></div> | | | | | 11 | 44 | 17 | 18 | 10 | -- | -- | 3.26 | 1.18 | |
| Materiel Maintenance Management | 825 | <div><div></div><div></div><div></div></div> | | | | | 16 | 44 | 15 | 16 | 9 | -- | -- | 3.44 | 1.19 | |
| Engineers and Scientists (Construction) | 1366 | <div><div></div><div></div><div></div></div> | | | | | 10 | 44 | 15 | 20 | 11 | -- | -- | 3.20 | 1.20 | |
| Security | 224 | <div><div></div><div></div><div></div></div> | | | | | 13 | 37 | 17 | 22 | 11 | -- | -- | 3.18 | 1.23 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 58 | <div><div></div><div></div><div></div></div> | | | | | 16 | 40 | 16 | 22 | 7 | -- | -- | 3.34 | 1.18 | |
| Public Affairs and Communication Media | 157 | <div><div></div><div></div><div></div></div> | | | | | 14 | 38 | 11 | 19 | 17 | -- | -- | 3.13 | 1.34 | |
| Transportation Management | 191 | <div><div></div><div></div><div></div></div> | | | | | 18 | 47 | 13 | 13 | 10 | -- | -- | 3.50 | 1.21 | |
| Manpower and Force Management | 367 | <div><div></div><div></div><div></div></div> | | | | | 11 | 47 | 14 | 19 | 9 | -- | -- | 3.32 | 1.17 | |
| Housing Management | 111 | <div><div></div><div></div><div></div></div> | | | | | 11 | 46 | 16 | 14 | 13 | -- | -- | 3.28 | 1.21 | |
| Equal Employment Opportunity | 89 | <div><div></div><div></div><div></div></div> | | | | | 27 | 30 | 9 | 19 | 15 | -- | -- | 3.36 | 1.42 | |
| Education Services | 98 | <div><div></div><div></div><div></div></div> | | | | | 12 | 33 | 15 | 22 | 17 | -- | -- | 3.00 | 1.32 | |
| Training | 746 | <div><div></div><div></div><div></div></div> | | | | | 18 | 41 | 13 | 15 | 13 | -- | -- | 3.36 | 1.29 | |
| Ammunition Management | 116 | <div><div></div><div></div><div></div></div> | | | | | 16 | 45 | 22 | 8 | 9 | -- | -- | 3.53 | 1.12 | |
| Information Mission Area (IMA) | 919 | <div><div></div><div></div><div></div></div> | | | | | 13 | 40 | 15 | 19 | 14 | -- | -- | 3.18 | 1.27 | |
| Intelligence (Excepted Services Only) | 482 | <div><div></div><div></div><div></div></div> | | | | | 11 | 42 | 14 | 23 | 11 | -- | -- | 3.19 | 1.21 | |
| Military Personnel Management | 265 | <div><div></div><div></div><div></div></div> | | | | | 23 | 38 | 15 | 16 | 8 | -- | -- | 3.52 | 1.22 | |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)

-- No history data available

* Any item marked with an asterisk within this composite is phrased such that Disagree is a FAVORABLE response and is shown under the % Favorable (Agree) category



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|---|--------|---|-----|-----|-----|-----|-------------------|----|----|----|---|----------------------------|----------------------------|------|------------|---|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 |
| PERSONAL WORK EXPERIENCES | | | | | | | | | | | | | | | | |
| 10k. I know what is expected of me on the job. | | | | | | | | | | | | | | | | |
| Total Army | 19879 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 82%10%8% | | | | | 30 | 52 | 10 | 6 | 2 | -- | -- | 4.03 | 0.91 | |
| Total Career Program | 9908 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 82%11%7% | | | | | 29 | 53 | 11 | 5 | 2 | -- | -- | 4.01 | 0.89 | |
| Civilian Personnel Administration | 234 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 87%8%5% | | | | | 28 | 59 | 8 | 3 | 2 | -- | -- | 4.08 | 0.80 | |
| Comptroller | 934 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 82%11%7% | | | | | 31 | 51 | 11 | 6 | 1 | -- | -- | 4.04 | 0.89 | |
| Safety Management | 266 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 85%8%7% | | | | | 31 | 54 | 8 | 6 | 1 | -- | -- | 4.08 | 0.85 | |
| Supply Management | 791 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 84%10%7% | | | | | 36 | 48 | 10 | 4 | 2 | -- | -- | 4.10 | 0.91 | |
| Contracting and Acquisition | 459 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 83%9%8% | | | | | 27 | 56 | 9 | 6 | 2 | -- | -- | 3.99 | 0.88 | |
| Quality and Reliability Assurance | 75 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 83%11%7% | | | | | 28 | 55 | 11 | 5 | 1 | -- | -- | 4.03 | 0.85 | |
| Engineers and Scientists (Non-Construction) | 1095 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 79%13%8% | | | | | 21 | 58 | 13 | 7 | 2 | -- | -- | 3.90 | 0.86 | |
| Materiel Maintenance Management | 822 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 82%11%7% | | | | | 30 | 52 | 11 | 6 | 2 | -- | -- | 4.03 | 0.89 | |
| Engineers and Scientists (Construction) | 1365 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 83%10%7% | | | | | 24 | 59 | 10 | 5 | 2 | -- | -- | 3.98 | 0.84 | |
| Security | 221 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 81%10%9% | | | | | 34 | 47 | 10 | 6 | 2 | -- | -- | 4.05 | 0.95 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 58 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 81%10%9% | | | | | 31 | 50 | 10 | 9 | 0 | -- | -- | 4.03 | 0.87 | |
| Public Affairs and Communication Media | 155 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 74%14%13% | | | | | 21 | 52 | 14 | 10 | 3 | -- | -- | 3.79 | 0.98 | |
| Transportation Management | 192 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 87%9%4% | | | | | 34 | 53 | 9 | 1 | 3 | -- | -- | 4.14 | 0.86 | |
| Manpower and Force Management | 366 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 82%10%8% | | | | | 23 | 59 | 10 | 6 | 2 | -- | -- | 3.95 | 0.87 | |
| Housing Management | 111 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 86%6%8% | | | | | 37 | 49 | 6 | 6 | 2 | -- | -- | 4.13 | 0.91 | |
| Equal Employment Opportunity | 88 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 90%6%5% | | | | | 53 | 36 | 6 | 2 | 2 | -- | -- | 4.36 | 0.87 | |
| Education Services | 98 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 83%7%10% | | | | | 36 | 47 | 7 | 9 | 1 | -- | -- | 4.07 | 0.94 | |
| Training | 744 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 82%11%7% | | | | | 31 | 51 | 11 | 4 | 3 | -- | -- | 4.02 | 0.93 | |
| Ammunition Management | 115 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 84%10%6% | | | | | 37 | 47 | 10 | 2 | 4 | -- | -- | 4.11 | 0.96 | |
| Information Mission Area (IMA) | 917 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 79%13%9% | | | | | 27 | 52 | 13 | 6 | 3 | -- | -- | 3.94 | 0.94 | |
| Intelligence (Excepted Services Only) | 482 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 81%11%8% | | | | | 26 | 55 | 11 | 7 | 1 | -- | -- | 3.98 | 0.86 | |
| Military Personnel Management | 267 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 85%7%8% | | | | | 40 | 46 | 7 | 5 | 3 | -- | -- | 4.15 | 0.94 | |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)

-- No history data available

* Any item marked with an asterisk within this composite is phrased such that Disagree is a FAVORABLE response and is shown under the % Favorable (Agree) category



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|---|--------|---|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|---|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 |
| PERSONAL WORK EXPERIENCES | | | | | | | | | | | | | | | | |
| 10l. There are too few people to do the work. * | | | | | | | | | | | | | | | | |
| Total Army | 19884 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> | | | | | 4 | 15 | 20 | 31 | 30 | -- | -- | 2.33 | 1.17 | |
| Total Career Program | 9917 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> | | | | | 4 | 14 | 20 | 31 | 31 | -- | -- | 2.30 | 1.16 | |
| Civilian Personnel Administration | 234 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> | | | | | 3 | 19 | 20 | 28 | 30 | -- | -- | 2.37 | 1.18 | |
| Comptroller | 932 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> | | | | | 4 | 18 | 20 | 31 | 27 | -- | -- | 2.43 | 1.18 | |
| Safety Management | 267 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> | | | | | 5 | 9 | 21 | 30 | 36 | -- | -- | 2.18 | 1.16 | |
| Supply Management | 794 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> | | | | | 6 | 16 | 20 | 29 | 29 | -- | -- | 2.40 | 1.22 | |
| Contracting and Acquisition | 456 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> | | | | | 5 | 8 | 15 | 31 | 41 | -- | -- | 2.04 | 1.14 | |
| Quality and Reliability Assurance | 75 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> | | | | | 9 | 11 | 19 | 33 | 28 | -- | -- | 2.40 | 1.25 | |
| Engineers and Scientists (Non-Construction) | 1100 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> | | | | | 3 | 16 | 23 | 34 | 24 | -- | -- | 2.39 | 1.11 | |
| Materiel Maintenance Management | 823 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> | | | | | 3 | 16 | 23 | 31 | 26 | -- | -- | 2.38 | 1.13 | |
| Engineers and Scientists (Construction) | 1364 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> | | | | | 4 | 17 | 24 | 32 | 23 | -- | -- | 2.45 | 1.12 | |
| Security | 224 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> | | | | | 5 | 13 | 15 | 30 | 36 | -- | -- | 2.21 | 1.22 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 58 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> | | | | | 0 | 14 | 31 | 24 | 31 | -- | -- | 2.28 | 1.05 | |
| Public Affairs and Communication Media | 157 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> | | | | | 3 | 17 | 13 | 25 | 42 | -- | -- | 2.15 | 1.23 | |
| Transportation Management | 193 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> | | | | | 6 | 9 | 22 | 23 | 40 | -- | -- | 2.17 | 1.21 | |
| Manpower and Force Management | 368 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> | | | | | 5 | 18 | 21 | 33 | 22 | -- | -- | 2.51 | 1.17 | |
| Housing Management | 111 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> | | | | | 3 | 12 | 12 | 38 | 36 | -- | -- | 2.07 | 1.09 | |
| Equal Employment Opportunity | 89 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> | | | | | 13 | 10 | 10 | 28 | 38 | -- | -- | 2.33 | 1.41 | |
| Education Services | 97 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> | | | | | 5 | 11 | 11 | 24 | 48 | -- | -- | 2.01 | 1.23 | |
| Training | 745 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> | | | | | 5 | 13 | 17 | 31 | 34 | -- | -- | 2.22 | 1.18 | |
| Ammunition Management | 115 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> | | | | | 7 | 19 | 27 | 28 | 19 | -- | -- | 2.67 | 1.18 | |
| Information Mission Area (IMA) | 913 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> | | | | | 3 | 10 | 16 | 31 | 40 | -- | -- | 2.06 | 1.11 | |
| Intelligence (Excepted Services Only) | 482 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> | | | | | 3 | 11 | 15 | 33 | 38 | -- | -- | 2.07 | 1.10 | |
| Military Personnel Management | 267 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> | | | | | 2 | 10 | 21 | 31 | 36 | -- | -- | 2.12 | 1.08 | |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)

-- No history data available

* Any item marked with an asterisk within this composite is phrased such that Disagree is a FAVORABLE response and is shown under the % Favorable (Agree) category



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|--|--------|---|-----|-----|-----|-----|-------------------|----|----|----|---|----------------------------|----------------------------|------|------------|--|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | 1 | | | | |
| PERSONAL WORK EXPERIENCES | | | | | | | | | | | | | | | | |
| 10m. Physical conditions (noise, temperature, lighting, cleanliness) allow employees to perform their jobs well. | | | | | | | | | | | | | | | | |
| Total Army | 19870 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>71%15%15%</div> | | | | | 21 | 50 | 15 | 10 | 5 | -- | -- | 3.72 | 1.06 | |
| Total Career Program | 9911 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>71%14%15%</div> | | | | | 20 | 50 | 14 | 10 | 5 | -- | -- | 3.72 | 1.05 | |
| Civilian Personnel Administration | 236 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>67%16%17%</div> | | | | | 21 | 46 | 16 | 12 | 5 | -- | -- | 3.66 | 1.10 | |
| Comptroller | 933 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>73%12%15%</div> | | | | | 22 | 51 | 12 | 11 | 4 | -- | -- | 3.77 | 1.02 | |
| Safety Management | 264 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>75%14%11%</div> | | | | | 25 | 50 | 14 | 6 | 5 | -- | -- | 3.84 | 1.04 | |
| Supply Management | 792 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>76%14%10%</div> | | | | | 24 | 52 | 14 | 6 | 4 | -- | -- | 3.86 | 0.98 | |
| Contracting and Acquisition | 457 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>65%14%21%</div> | | | | | 17 | 48 | 14 | 14 | 7 | -- | -- | 3.55 | 1.13 | |
| Quality and Reliability Assurance | 75 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>68%17%15%</div> | | | | | 19 | 49 | 17 | 11 | 4 | -- | -- | 3.68 | 1.02 | |
| Engineers and Scientists (Non-Construction) | 1098 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>66%16%18%</div> | | | | | 16 | 50 | 16 | 13 | 5 | -- | -- | 3.58 | 1.07 | |
| Materiel Maintenance Management | 824 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>73%15%12%</div> | | | | | 22 | 51 | 15 | 8 | 3 | -- | -- | 3.81 | 0.98 | |
| Engineers and Scientists (Construction) | 1367 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>75%14%11%</div> | | | | | 20 | 55 | 14 | 8 | 4 | -- | -- | 3.80 | 0.97 | |
| Security | 222 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>69%15%16%</div> | | | | | 23 | 46 | 15 | 12 | 5 | -- | -- | 3.71 | 1.08 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 58 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>76%14%10%</div> | | | | | 19 | 57 | 14 | 9 | 2 | -- | -- | 3.83 | 0.89 | |
| Public Affairs and Communication Media | 157 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>67%20%13%</div> | | | | | 24 | 43 | 20 | 10 | 4 | -- | -- | 3.74 | 1.05 | |
| Transportation Management | 192 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>76%12%13%</div> | | | | | 24 | 52 | 12 | 7 | 5 | -- | -- | 3.82 | 1.04 | |
| Manpower and Force Management | 366 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>69%13%18%</div> | | | | | 20 | 49 | 13 | 11 | 7 | -- | -- | 3.65 | 1.12 | |
| Housing Management | 111 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>75%14%11%</div> | | | | | 31 | 44 | 14 | 7 | 4 | -- | -- | 3.91 | 1.03 | |
| Equal Employment Opportunity | 87 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>72%13%15%</div> | | | | | 25 | 47 | 13 | 11 | 3 | -- | -- | 3.79 | 1.05 | |
| Education Services | 97 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>68%16%15%</div> | | | | | 23 | 45 | 16 | 10 | 5 | -- | -- | 3.70 | 1.09 | |
| Training | 743 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>69%14%17%</div> | | | | | 20 | 49 | 14 | 12 | 6 | -- | -- | 3.65 | 1.10 | |
| Ammunition Management | 116 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>79%9%12%</div> | | | | | 19 | 60 | 9 | 9 | 3 | -- | -- | 3.84 | 0.93 | |
| Information Mission Area (IMA) | 916 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>69%16%16%</div> | | | | | 19 | 50 | 16 | 10 | 5 | -- | -- | 3.66 | 1.06 | |
| Intelligence (Excepted Services Only) | 482 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>62%16%21%</div> | | | | | 14 | 49 | 16 | 13 | 9 | -- | -- | 3.46 | 1.14 | |
| Military Personnel Management | 265 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>75%12%13%</div> | | | | | 27 | 48 | 12 | 8 | 5 | -- | -- | 3.84 | 1.07 | |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)

-- No history data available

* Any item marked with an asterisk within this composite is phrased such that Disagree is a FAVORABLE response and is shown under the % Favorable (Agree) category



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|---|--------|----------------------------------|-----|-----|-----|-----|-------------------|----|----|---|---|----------------------------|----------------------------|------|------------|---|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 |
| PERSONAL WORK EXPERIENCES | | | | | | | | | | | | | | | | |
| 10n. Employees are protected from health and safety hazards on the job. | | | | | | | | | | | | | | | | |
| Total Army | 19866 | <div><div></div></div> 85%9%6 | | | | | 31 | 53 | 9 | 4 | 2 | -- | -- | 4.08 | 0.86 | |
| Total Career Program | 9897 | <div><div></div></div> 85%9%5 | | | | | 31 | 54 | 9 | 4 | 2 | -- | -- | 4.09 | 0.84 | |
| Civilian Personnel Administration | 237 | <div><div></div></div> 84%9%6 | | | | | 30 | 54 | 9 | 6 | 0 | -- | -- | 4.08 | 0.82 | |
| Comptroller | 933 | <div><div></div></div> 85%10%6 | | | | | 32 | 53 | 10 | 4 | 1 | -- | -- | 4.10 | 0.84 | |
| Safety Management | 266 | <div><div></div></div> 88%67% | | | | | 40 | 47 | 6 | 6 | 1 | -- | -- | 4.20 | 0.86 | |
| Supply Management | 790 | <div><div></div></div> 87%8%4 | | | | | 33 | 54 | 8 | 3 | 2 | -- | -- | 4.14 | 0.82 | |
| Contracting and Acquisition | 454 | <div><div></div></div> 84%9%7% | | | | | 28 | 57 | 9 | 5 | 2 | -- | -- | 4.03 | 0.87 | |
| Quality and Reliability Assurance | 75 | <div><div></div></div> 88%8%4 | | | | | 28 | 60 | 8 | 1 | 3 | -- | -- | 4.09 | 0.80 | |
| Engineers and Scientists (Non-Construction) | 1098 | <div><div></div></div> 86%10%5 | | | | | 29 | 57 | 10 | 4 | 1 | -- | -- | 4.08 | 0.79 | |
| Materiel Maintenance Management | 823 | <div><div></div></div> 87%8%5 | | | | | 34 | 53 | 8 | 3 | 1 | -- | -- | 4.15 | 0.80 | |
| Engineers and Scientists (Construction) | 1365 | <div><div></div></div> 92%5 | | | | | 36 | 56 | 5 | 2 | 1 | -- | -- | 4.24 | 0.71 | |
| Security | 224 | <div><div></div></div> 82%11%7% | | | | | 31 | 50 | 11 | 4 | 3 | -- | -- | 4.03 | 0.93 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 58 | <div><div></div></div> 83%10%7% | | | | | 31 | 52 | 10 | 3 | 3 | -- | -- | 4.03 | 0.93 | |
| Public Affairs and Communication Media | 157 | <div><div></div></div> 82%13%4 | | | | | 30 | 52 | 13 | 4 | 0 | -- | -- | 4.08 | 0.78 | |
| Transportation Management | 191 | <div><div></div></div> 85%10%5 | | | | | 31 | 53 | 10 | 3 | 2 | -- | -- | 4.09 | 0.84 | |
| Manpower and Force Management | 366 | <div><div></div></div> 83%11%7% | | | | | 28 | 54 | 11 | 4 | 2 | -- | -- | 4.02 | 0.87 | |
| Housing Management | 108 | <div><div></div></div> 88%7%5 | | | | | 43 | 45 | 7 | 3 | 2 | -- | -- | 4.24 | 0.85 | |
| Equal Employment Opportunity | 88 | <div><div></div></div> 86%68% | | | | | 35 | 51 | 6 | 6 | 2 | -- | -- | 4.11 | 0.91 | |
| Education Services | 97 | <div><div></div></div> 85%8%7% | | | | | 33 | 52 | 8 | 4 | 3 | -- | -- | 4.07 | 0.92 | |
| Training | 741 | <div><div></div></div> 81%12%8% | | | | | 29 | 52 | 12 | 5 | 3 | -- | -- | 3.99 | 0.92 | |
| Ammunition Management | 115 | <div><div></div></div> 94%3 | | | | | 36 | 58 | 3 | 1 | 2 | -- | -- | 4.25 | 0.72 | |
| Information Mission Area (IMA) | 910 | <div><div></div></div> 82%12%6 | | | | | 28 | 54 | 12 | 3 | 3 | -- | -- | 4.01 | 0.87 | |
| Intelligence (Excepted Services Only) | 482 | <div><div></div></div> 76%13%11% | | | | | 23 | 53 | 13 | 7 | 4 | -- | -- | 3.84 | 0.98 | |
| Military Personnel Management | 267 | <div><div></div></div> 87%9%4 | | | | | 36 | 51 | 9 | 2 | 1 | -- | -- | 4.18 | 0.80 | |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)

-- No history data available

* Any item marked with an asterisk within this composite is phrased such that Disagree is a FAVORABLE response and is shown under the % Favorable (Agree) category



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|---|--------|---------------------------------|-----|-----|-----|-----|-------------------|----|----|---|---|----------------------------|----------------------------|------|------------|---|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 |
| PERSONAL WORK EXPERIENCES | | | | | | | | | | | | | | | | |
| 10o. My organization has prepared employees for potential security threats. | | | | | | | | | | | | | | | | |
| Total Army | 19828 | <div><div></div></div> 84%11%6 | | | | | 29 | 55 | 11 | 4 | 2 | -- | -- | 4.05 | 0.83 | |
| Total Career Program | 9871 | <div><div></div></div> 84%11%5 | | | | | 28 | 56 | 11 | 4 | 1 | -- | -- | 4.06 | 0.80 | |
| Civilian Personnel Administration | 234 | <div><div></div></div> 85%11%4 | | | | | 23 | 63 | 11 | 3 | 1 | -- | -- | 4.03 | 0.73 | |
| Comptroller | 935 | <div><div></div></div> 85%10%5 | | | | | 27 | 58 | 10 | 4 | 1 | -- | -- | 4.06 | 0.79 | |
| Safety Management | 265 | <div><div></div></div> 81%14%6 | | | | | 25 | 55 | 14 | 4 | 2 | -- | -- | 3.99 | 0.83 | |
| Supply Management | 787 | <div><div></div></div> 85%11%4 | | | | | 31 | 54 | 11 | 3 | 1 | -- | -- | 4.10 | 0.80 | |
| Contracting and Acquisition | 455 | <div><div></div></div> 84%11%6 | | | | | 24 | 60 | 11 | 4 | 2 | -- | -- | 3.99 | 0.82 | |
| Quality and Reliability Assurance | 75 | <div><div></div></div> 88%57% | | | | | 32 | 56 | 5 | 5 | 1 | -- | -- | 4.12 | 0.83 | |
| Engineers and Scientists (Non-Construction) | 1092 | <div><div></div></div> 89%8% | | | | | 27 | 62 | 8 | 2 | 0 | -- | -- | 4.14 | 0.67 | |
| Materiel Maintenance Management | 819 | <div><div></div></div> 84%10%6 | | | | | 30 | 54 | 10 | 5 | 1 | -- | -- | 4.07 | 0.83 | |
| Engineers and Scientists (Construction) | 1355 | <div><div></div></div> 86%10%4 | | | | | 27 | 59 | 10 | 3 | 1 | -- | -- | 4.08 | 0.75 | |
| Security | 223 | <div><div></div></div> 85%11%4 | | | | | 41 | 44 | 11 | 3 | 1 | -- | -- | 4.20 | 0.85 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 58 | <div><div></div></div> 84%7%9% | | | | | 24 | 60 | 7 | 5 | 3 | -- | -- | 3.97 | 0.91 | |
| Public Affairs and Communication Media | 155 | <div><div></div></div> 83%14%4 | | | | | 26 | 56 | 14 | 2 | 2 | -- | -- | 4.03 | 0.81 | |
| Transportation Management | 190 | <div><div></div></div> 86%9%4 | | | | | 28 | 58 | 9 | 4 | 1 | -- | -- | 4.09 | 0.75 | |
| Manpower and Force Management | 367 | <div><div></div></div> 80%14%6 | | | | | 25 | 56 | 14 | 5 | 1 | -- | -- | 3.98 | 0.82 | |
| Housing Management | 111 | <div><div></div></div> 87%9%4 | | | | | 32 | 55 | 9 | 3 | 1 | -- | -- | 4.15 | 0.76 | |
| Equal Employment Opportunity | 88 | <div><div></div></div> 88%9%3 | | | | | 41 | 47 | 9 | 1 | 2 | -- | -- | 4.23 | 0.84 | |
| Education Services | 97 | <div><div></div></div> 84%11%5 | | | | | 28 | 56 | 11 | 3 | 2 | -- | -- | 4.04 | 0.84 | |
| Training | 741 | <div><div></div></div> 81%12%7% | | | | | 26 | 55 | 12 | 4 | 3 | -- | -- | 3.97 | 0.90 | |
| Ammunition Management | 116 | <div><div></div></div> 84%11%4 | | | | | 30 | 54 | 11 | 3 | 1 | -- | -- | 4.09 | 0.79 | |
| Information Mission Area (IMA) | 912 | <div><div></div></div> 82%12%6 | | | | | 28 | 54 | 12 | 4 | 2 | -- | -- | 4.02 | 0.85 | |
| Intelligence (Excepted Services Only) | 478 | <div><div></div></div> 81%11%8% | | | | | 26 | 55 | 11 | 6 | 1 | -- | -- | 3.99 | 0.86 | |
| Military Personnel Management | 265 | <div><div></div></div> 84%10%6 | | | | | 32 | 52 | 10 | 3 | 3 | -- | -- | 4.08 | 0.89 | |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)

-- No history data available

* Any item marked with an asterisk within this composite is phrased such that Disagree is a FAVORABLE response and is shown under the % Favorable (Agree) category



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev |
|--|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | 1 | | | |
| PERFORMANCE CULTURE | | | | | | | | | | | | | | | |
| 11a. The performance management system I am under improves organizational performance. | | | | | | | | | | | | | | | |
| Total Army | 18868 | <div><div></div><div></div><div></div></div> | | | | | 8 | 31 | 33 | 20 | 9 | -3 | -2 | 3.09 | 1.07 |
| Total Career Program | 9481 | <div><div></div><div></div><div></div></div> | | | | | 7 | 28 | 33 | 22 | 10 | -4 | -3 | 3.00 | 1.08 |
| Civilian Personnel Administration | 232 | <div><div></div><div></div><div></div></div> | | | | | 6 | 27 | 30 | 25 | 13 | -11 | -3 | 2.88 | 1.12 |
| Comptroller | 900 | <div><div></div><div></div><div></div></div> | | | | | 6 | 29 | 33 | 22 | 9 | -6 | -4 | 3.01 | 1.07 |
| Safety Management | 253 | <div><div></div><div></div><div></div></div> | | | | | 9 | 28 | 40 | 18 | 4 | +2 | -1 | 3.20 | 0.99 |
| Supply Management | 754 | <div><div></div><div></div><div></div></div> | | | | | 10 | 36 | 33 | 16 | 6 | +1 | -1 | 3.28 | 1.03 |
| Contracting and Acquisition | 436 | <div><div></div><div></div><div></div></div> | | | | | 7 | 25 | 35 | 22 | 12 | -3 | -4 | 2.93 | 1.09 |
| Quality and Reliability Assurance | 70 | <div><div></div><div></div><div></div></div> | | | | | 3 | 31 | 39 | 17 | 10 | -5 | +4 | 3.00 | 1.00 |
| Engineers and Scientists (Non-Construction) | 1056 | <div><div></div><div></div><div></div></div> | | | | | 7 | 29 | 29 | 24 | 11 | -6 | -2 | 2.98 | 1.11 |
| Materiel Maintenance Management | 781 | <div><div></div><div></div><div></div></div> | | | | | 9 | 29 | 31 | 19 | 11 | +2 | -1 | 3.05 | 1.13 |
| Engineers and Scientists (Construction) | 1314 | <div><div></div><div></div><div></div></div> | | | | | 3 | 25 | 35 | 26 | 11 | -7 | -5 | 2.83 | 1.03 |
| Security | 210 | <div><div></div><div></div><div></div></div> | | | | | 8 | 32 | 32 | 19 | 9 | -10 | -8 | 3.11 | 1.07 |
| Quality Assurance Specialists (Ammunition Surveillance) | 52 | <div><div></div><div></div><div></div></div> | | | | | 4 | 38 | 40 | 8 | 10 | +2 | +2 | 3.19 | 0.98 |
| Public Affairs and Communication Media | 149 | <div><div></div><div></div><div></div></div> | | | | | 5 | 17 | 36 | 33 | 9 | -8 | -13 | 2.77 | 1.00 |
| Transportation Management | 182 | <div><div></div><div></div><div></div></div> | | | | | 8 | 32 | 38 | 16 | 6 | 0 | +7 | 3.19 | 1.00 |
| Manpower and Force Management | 349 | <div><div></div><div></div><div></div></div> | | | | | 6 | 25 | 33 | 28 | 8 | -9 | -16 | 2.93 | 1.04 |
| Housing Management | 102 | <div><div></div><div></div><div></div></div> | | | | | 8 | 37 | 37 | 14 | 4 | -3 | +15 | 3.31 | 0.94 |
| Equal Employment Opportunity | 82 | <div><div></div><div></div><div></div></div> | | | | | 13 | 43 | 29 | 10 | 5 | -7 | +13 | 3.50 | 1.00 |
| Education Services | 94 | <div><div></div><div></div><div></div></div> | | | | | 5 | 30 | 27 | 30 | 9 | -12 | -11 | 2.94 | 1.07 |
| Training | 718 | <div><div></div><div></div><div></div></div> | | | | | 6 | 30 | 37 | 19 | 8 | -7 | -4 | 3.07 | 1.03 |
| Ammunition Management | 113 | <div><div></div><div></div><div></div></div> | | | | | 5 | 30 | 32 | 24 | 9 | -5 | -1 | 2.99 | 1.05 |
| Information Mission Area (IMA) | 868 | <div><div></div><div></div><div></div></div> | | | | | 6 | 29 | 35 | 21 | 9 | +2 | -2 | 3.04 | 1.04 |
| Intelligence (Excepted Services Only) | 464 | <div><div></div><div></div><div></div></div> | | | | | 5 | 17 | 25 | 29 | 24 | -14 | -15 | 2.49 | 1.17 |
| Military Personnel Management | 250 | <div><div></div><div></div><div></div></div> | | | | | 10 | 36 | 30 | 16 | 7 | -- | -- | 3.27 | 1.08 |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|---|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|--|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | 1 | | | | |
| PERFORMANCE CULTURE | | | | | | | | | | | | | | | | |
| 11b. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. | | | | | | | | | | | | | | | | |
| Total Army | 18914 | <div><div></div><div></div><div></div></div> | | | | | 8 | 39 | 24 | 19 | 10 | -5 | -3 | 3.16 | 1.13 | |
| Total Career Program | 9435 | <div><div></div><div></div><div></div></div> | | | | | 7 | 38 | 25 | 20 | 10 | -8 | -4 | 3.13 | 1.11 | |
| Civilian Personnel Administration | 228 | <div><div></div><div></div><div></div></div> | | | | | 10 | 48 | 24 | 13 | 6 | -14 | -7 | 3.43 | 1.02 | |
| Comptroller | 888 | <div><div></div><div></div><div></div></div> | | | | | 8 | 37 | 25 | 22 | 8 | -12 | -8 | 3.15 | 1.11 | |
| Safety Management | 247 | <div><div></div><div></div><div></div></div> | | | | | 6 | 40 | 27 | 21 | 6 | -1 | +5 | 3.18 | 1.04 | |
| Supply Management | 763 | <div><div></div><div></div><div></div></div> | | | | | 11 | 36 | 27 | 18 | 9 | -9 | -4 | 3.22 | 1.13 | |
| Contracting and Acquisition | 432 | <div><div></div><div></div><div></div></div> | | | | | 5 | 37 | 25 | 20 | 13 | -6 | +1 | 3.01 | 1.13 | |
| Quality and Reliability Assurance | 73 | <div><div></div><div></div><div></div></div> | | | | | 7 | 40 | 19 | 19 | 15 | -8 | -6 | 3.04 | 1.21 | |
| Engineers and Scientists (Non-Construction) | 1044 | <div><div></div><div></div><div></div></div> | | | | | 4 | 39 | 26 | 20 | 10 | -8 | -9 | 3.08 | 1.08 | |
| Materiel Maintenance Management | 788 | <div><div></div><div></div><div></div></div> | | | | | 8 | 38 | 24 | 21 | 9 | -7 | -1 | 3.14 | 1.12 | |
| Engineers and Scientists (Construction) | 1310 | <div><div></div><div></div><div></div></div> | | | | | 6 | 42 | 24 | 18 | 9 | -3 | +1 | 3.17 | 1.09 | |
| Security | 212 | <div><div></div><div></div><div></div></div> | | | | | 13 | 42 | 20 | 17 | 8 | -3 | -3 | 3.33 | 1.15 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 51 | <div><div></div><div></div><div></div></div> | | | | | 2 | 33 | 25 | 25 | 14 | -17 | -2 | 2.84 | 1.09 | |
| Public Affairs and Communication Media | 148 | <div><div></div><div></div><div></div></div> | | | | | 7 | 29 | 25 | 29 | 10 | -12 | -12 | 2.93 | 1.12 | |
| Transportation Management | 183 | <div><div></div><div></div><div></div></div> | | | | | 8 | 37 | 25 | 20 | 10 | -14 | +13 | 3.13 | 1.12 | |
| Manpower and Force Management | 350 | <div><div></div><div></div><div></div></div> | | | | | 6 | 36 | 27 | 23 | 8 | -11 | -13 | 3.09 | 1.07 | |
| Housing Management | 106 | <div><div></div><div></div><div></div></div> | | | | | 8 | 40 | 20 | 18 | 14 | -5 | +9 | 3.10 | 1.21 | |
| Equal Employment Opportunity | 83 | <div><div></div><div></div><div></div></div> | | | | | 16 | 41 | 24 | 13 | 6 | -9 | +2 | 3.47 | 1.09 | |
| Education Services | 91 | <div><div></div><div></div><div></div></div> | | | | | 7 | 41 | 25 | 22 | 5 | -2 | +4 | 3.21 | 1.03 | |
| Training | 711 | <div><div></div><div></div><div></div></div> | | | | | 6 | 37 | 24 | 21 | 12 | -10 | -4 | 3.04 | 1.15 | |
| Ammunition Management | 110 | <div><div></div><div></div><div></div></div> | | | | | 8 | 35 | 25 | 25 | 6 | -9 | -19 | 3.14 | 1.08 | |
| Information Mission Area (IMA) | 865 | <div><div></div><div></div><div></div></div> | | | | | 6 | 37 | 27 | 20 | 9 | -4 | -5 | 3.11 | 1.09 | |
| Intelligence (Excepted Services Only) | 448 | <div><div></div><div></div><div></div></div> | | | | | 5 | 33 | 25 | 25 | 12 | -11 | -2 | 2.95 | 1.12 | |
| Military Personnel Management | 251 | <div><div></div><div></div><div></div></div> | | | | | 9 | 44 | 22 | 17 | 8 | -- | -- | 3.27 | 1.10 | |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|---|---|----------------------------|----------------------------|------|------------|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | 1 | | | |
| PERFORMANCE CULTURE | | | | | | | | | | | | | | | |
| 11c. My performance standards/expectations are directly related to my organization's mission. | | | | | | | | | | | | | | | |
| Total Army | 19363 | 80%14%6 | | | | | 21 | 59 | 14 | 5 | 2 | -2 | -3 | 3.92 | 0.83 |
| Total Career Program | 9686 | 79%14%7% | | | | | 20 | 59 | 14 | 5 | 2 | -3 | -4 | 3.91 | 0.83 |
| Civilian Personnel Administration | 233 | 82%13%5 | | | | | 21 | 61 | 13 | 4 | 1 | -1 | -5 | 3.98 | 0.76 |
| Comptroller | 921 | 82%13%5 | | | | | 23 | 58 | 13 | 4 | 1 | -2 | -5 | 3.98 | 0.80 |
| Safety Management | 259 | 84%11%5 | | | | | 24 | 61 | 11 | 5 | 0 | -1 | -2 | 4.03 | 0.74 |
| Supply Management | 773 | 82%13%6 | | | | | 24 | 57 | 13 | 4 | 1 | -2 | -2 | 3.99 | 0.81 |
| Contracting and Acquisition | 445 | 79%12%9% | | | | | 20 | 59 | 12 | 6 | 2 | -6 | -2 | 3.88 | 0.88 |
| Quality and Reliability Assurance | 74 | 76%16%8% | | | | | 18 | 58 | 16 | 4 | 4 | -6 | +19 | 3.81 | 0.91 |
| Engineers and Scientists (Non-Construction) | 1068 | 76%15%9% | | | | | 18 | 58 | 15 | 7 | 2 | -8 | -9 | 3.83 | 0.87 |
| Materiel Maintenance Management | 798 | 77%14%9% | | | | | 21 | 57 | 14 | 7 | 3 | -2 | -4 | 3.86 | 0.90 |
| Engineers and Scientists (Construction) | 1339 | 78%15%7% | | | | | 16 | 62 | 15 | 5 | 2 | 0 | -1 | 3.84 | 0.83 |
| Security | 218 | 82%11%6 | | | | | 22 | 61 | 11 | 5 | 2 | -4 | -4 | 3.95 | 0.82 |
| Quality Assurance Specialists (Ammunition Surveillance) | 52 | 73%21%6 | | | | | 17 | 56 | 21 | 4 | 2 | +4 | -7 | 3.83 | 0.83 |
| Public Affairs and Communication Media | 152 | 79%18%3 | | | | | 20 | 59 | 18 | 3 | 0 | -1 | -6 | 3.95 | 0.71 |
| Transportation Management | 185 | 80%12%8% | | | | | 19 | 61 | 12 | 5 | 2 | -4 | -2 | 3.90 | 0.85 |
| Manpower and Force Management | 357 | 81%15%4 | | | | | 18 | 62 | 15 | 3 | 1 | -6 | -3 | 3.94 | 0.74 |
| Housing Management | 108 | 84%14% | | | | | 27 | 57 | 14 | 2 | 0 | -2 | -2 | 4.09 | 0.69 |
| Equal Employment Opportunity | 87 | 93%33 | | | | | 32 | 61 | 3 | 1 | 2 | +6 | +12 | 4.20 | 0.76 |
| Education Services | 96 | 80%14%6 | | | | | 21 | 59 | 14 | 5 | 1 | +4 | -2 | 3.94 | 0.80 |
| Training | 735 | 82%13%5 | | | | | 23 | 59 | 13 | 3 | 2 | -1 | -4 | 3.98 | 0.82 |
| Ammunition Management | 115 | 83%12%5 | | | | | 23 | 59 | 12 | 3 | 2 | -8 | -13 | 3.99 | 0.81 |
| Information Mission Area (IMA) | 884 | 76%15%8% | | | | | 20 | 56 | 15 | 6 | 2 | -3 | -7 | 3.86 | 0.89 |
| Intelligence (Excepted Services Only) | 473 | 81%14%5 | | | | | 16 | 65 | 14 | 4 | 1 | -6 | +2 | 3.91 | 0.74 |
| Military Personnel Management | 261 | 81%12%7% | | | | | 26 | 55 | 12 | 4 | 3 | -- | -- | 3.98 | 0.89 |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | 1 | | | |
| PERFORMANCE CULTURE | | | | | | | | | | | | | | | |
| 11d. My most recent performance appraisal is a fair reflection of my performance. | | | | | | | | | | | | | | | |
| Total Army | 18844 | 75%14%12% | | | | | 26 | 49 | 14 | 8 | 4 | -7 | -7 | 3.85 | 1.02 |
| Total Career Program | 9424 | 75%13%12% | | | | | 24 | 51 | 13 | 8 | 4 | -9 | -8 | 3.84 | 1.01 |
| Civilian Personnel Administration | 224 | 74%12%14% | | | | | 25 | 48 | 12 | 11 | 3 | -7 | -17 | 3.82 | 1.03 |
| Comptroller | 892 | 78%9%13% | | | | | 27 | 51 | 9 | 10 | 3 | -9 | -8 | 3.88 | 1.02 |
| Safety Management | 254 | 78%12%10% | | | | | 27 | 51 | 12 | 6 | 4 | -3 | -4 | 3.91 | 0.99 |
| Supply Management | 755 | 75%13%12% | | | | | 29 | 47 | 13 | 8 | 4 | -8 | -8 | 3.88 | 1.03 |
| Contracting and Acquisition | 426 | 71%16%13% | | | | | 24 | 47 | 16 | 10 | 3 | -13 | -11 | 3.79 | 1.01 |
| Quality and Reliability Assurance | 71 | 73%10%17% | | | | | 30 | 44 | 10 | 14 | 3 | -3 | -2 | 3.83 | 1.09 |
| Engineers and Scientists (Non-Construction) | 1045 | 75%14%11% | | | | | 22 | 53 | 14 | 7 | 4 | -8 | -5 | 3.82 | 0.99 |
| Materiel Maintenance Management | 786 | 73%14%13% | | | | | 24 | 49 | 14 | 8 | 5 | -7 | -4 | 3.78 | 1.06 |
| Engineers and Scientists (Construction) | 1325 | 72%14%14% | | | | | 19 | 53 | 14 | 9 | 5 | -9 | -9 | 3.73 | 1.02 |
| Security | 212 | 76%12%12% | | | | | 30 | 47 | 12 | 8 | 4 | -15 | -6 | 3.91 | 1.03 |
| Quality Assurance Specialists (Ammunition Surveillance) | 52 | 81%8%12% | | | | | 29 | 52 | 8 | 6 | 6 | +13 | -4 | 3.92 | 1.05 |
| Public Affairs and Communication Media | 148 | 76%12%11% | | | | | 24 | 53 | 12 | 9 | 3 | -2 | -11 | 3.86 | 0.97 |
| Transportation Management | 187 | 73%13%14% | | | | | 25 | 48 | 13 | 11 | 3 | -15 | -13 | 3.80 | 1.03 |
| Manpower and Force Management | 348 | 80%10%9% | | | | | 20 | 61 | 10 | 7 | 2 | -11 | -8 | 3.89 | 0.88 |
| Housing Management | 103 | 65%17%18% | | | | | 31 | 34 | 17 | 13 | 6 | -16 | -9 | 3.72 | 1.19 |
| Equal Employment Opportunity | 87 | 72%11%16% | | | | | 23 | 49 | 11 | 10 | 6 | -19 | -8 | 3.74 | 1.10 |
| Education Services | 96 | 70%14%17% | | | | | 24 | 46 | 14 | 5 | 11 | -13 | -9 | 3.66 | 1.22 |
| Training | 716 | 80%11%8% | | | | | 30 | 50 | 11 | 5 | 3 | -4 | -6 | 4.00 | 0.95 |
| Ammunition Management | 112 | 78%11%12% | | | | | 28 | 50 | 11 | 7 | 4 | -13 | -16 | 3.89 | 1.03 |
| Information Mission Area (IMA) | 864 | 71%17%12% | | | | | 22 | 49 | 17 | 7 | 4 | -12 | -12 | 3.77 | 1.01 |
| Intelligence (Excepted Services Only) | 418 | 77%17%6 | | | | | 20 | 57 | 17 | 4 | 2 | -9 | -11 | 3.88 | 0.85 |
| Military Personnel Management | 251 | 79%12%9% | | | | | 31 | 48 | 12 | 5 | 4 | -- | -- | 3.97 | 1.00 |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev |
|--|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | 1 | | | |
| PERFORMANCE CULTURE | | | | | | | | | | | | | | | |
| 11e. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels. | | | | | | | | | | | | | | | |
| Total Army | 19067 | <div><div></div><div></div><div></div></div> | | | | | 22 | 44 | 17 | 12 | 5 | -8 | -- | 3.65 | 1.10 |
| Total Career Program | 9550 | <div><div></div><div></div><div></div></div> | | | | | 20 | 44 | 17 | 13 | 5 | -9 | -- | 3.60 | 1.11 |
| Civilian Personnel Administration | 228 | <div><div></div><div></div><div></div></div> | | | | | 20 | 45 | 13 | 17 | 5 | -3 | -- | 3.58 | 1.14 |
| Comptroller | 908 | <div><div></div><div></div><div></div></div> | | | | | 23 | 44 | 15 | 13 | 5 | -7 | -- | 3.68 | 1.11 |
| Safety Management | 256 | <div><div></div><div></div><div></div></div> | | | | | 21 | 44 | 19 | 13 | 3 | -13 | -- | 3.68 | 1.04 |
| Supply Management | 762 | <div><div></div><div></div><div></div></div> | | | | | 25 | 44 | 16 | 10 | 4 | -7 | -- | 3.76 | 1.07 |
| Contracting and Acquisition | 435 | <div><div></div><div></div><div></div></div> | | | | | 19 | 40 | 19 | 16 | 6 | -15 | -- | 3.51 | 1.15 |
| Quality and Reliability Assurance | 73 | <div><div></div><div></div><div></div></div> | | | | | 25 | 40 | 16 | 14 | 5 | -11 | -- | 3.64 | 1.15 |
| Engineers and Scientists (Non-Construction) | 1060 | <div><div></div><div></div><div></div></div> | | | | | 18 | 42 | 19 | 15 | 7 | -13 | -- | 3.50 | 1.14 |
| Materiel Maintenance Management | 792 | <div><div></div><div></div><div></div></div> | | | | | 19 | 46 | 16 | 13 | 6 | -5 | -- | 3.61 | 1.11 |
| Engineers and Scientists (Construction) | 1329 | <div><div></div><div></div><div></div></div> | | | | | 14 | 46 | 18 | 15 | 7 | -11 | -- | 3.44 | 1.12 |
| Security | 215 | <div><div></div><div></div><div></div></div> | | | | | 26 | 39 | 16 | 12 | 7 | -14 | -- | 3.66 | 1.18 |
| Quality Assurance Specialists (Ammunition Surveillance) | 52 | <div><div></div><div></div><div></div></div> | | | | | 21 | 58 | 10 | 4 | 8 | +8 | -- | 3.81 | 1.06 |
| Public Affairs and Communication Media | 147 | <div><div></div><div></div><div></div></div> | | | | | 23 | 40 | 16 | 16 | 4 | +1 | -- | 3.62 | 1.13 |
| Transportation Management | 187 | <div><div></div><div></div><div></div></div> | | | | | 22 | 43 | 17 | 12 | 5 | -11 | -- | 3.66 | 1.10 |
| Manpower and Force Management | 349 | <div><div></div><div></div><div></div></div> | | | | | 17 | 50 | 13 | 16 | 4 | -12 | -- | 3.61 | 1.07 |
| Housing Management | 105 | <div><div></div><div></div><div></div></div> | | | | | 28 | 39 | 17 | 7 | 10 | -11 | -- | 3.69 | 1.21 |
| Equal Employment Opportunity | 87 | <div><div></div><div></div><div></div></div> | | | | | 32 | 39 | 15 | 8 | 6 | -11 | -- | 3.84 | 1.13 |
| Education Services | 96 | <div><div></div><div></div><div></div></div> | | | | | 22 | 33 | 23 | 15 | 7 | -16 | -- | 3.48 | 1.19 |
| Training | 726 | <div><div></div><div></div><div></div></div> | | | | | 25 | 43 | 18 | 10 | 3 | -7 | -- | 3.77 | 1.05 |
| Ammunition Management | 111 | <div><div></div><div></div><div></div></div> | | | | | 19 | 46 | 14 | 14 | 7 | -9 | -- | 3.55 | 1.16 |
| Information Mission Area (IMA) | 869 | <div><div></div><div></div><div></div></div> | | | | | 19 | 44 | 19 | 13 | 5 | -7 | -- | 3.59 | 1.09 |
| Intelligence (Excepted Services Only) | 452 | <div><div></div><div></div><div></div></div> | | | | | 14 | 46 | 21 | 13 | 5 | -15 | -- | 3.52 | 1.04 |
| Military Personnel Management | 259 | <div><div></div><div></div><div></div></div> | | | | | 27 | 42 | 17 | 10 | 5 | -- | -- | 3.76 | 1.09 |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|---|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|---|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 |
| PERFORMANCE CULTURE | | | | | | | | | | | | | | | | |
| 11f. I receive regular performance feedback. | | | | | | | | | | | | | | | | |
| Total Army | 19531 | <div><div></div><div></div><div></div></div> | | | | | 14 | 38 | 21 | 18 | 8 | -7 | -7 | 3.32 | 1.16 | |
| Total Career Program | 9754 | <div><div></div><div></div><div></div></div> | | | | | 13 | 39 | 21 | 19 | 8 | -7 | -7 | 3.31 | 1.15 | |
| Civilian Personnel Administration | 232 | <div><div></div><div></div><div></div></div> | | | | | 13 | 38 | 21 | 19 | 9 | -7 | -6 | 3.28 | 1.17 | |
| Comptroller | 924 | <div><div></div><div></div><div></div></div> | | | | | 15 | 41 | 18 | 18 | 7 | -6 | -11 | 3.38 | 1.16 | |
| Safety Management | 259 | <div><div></div><div></div><div></div></div> | | | | | 15 | 42 | 19 | 18 | 6 | +1 | -1 | 3.42 | 1.13 | |
| Supply Management | 777 | <div><div></div><div></div><div></div></div> | | | | | 16 | 38 | 20 | 19 | 7 | -7 | -5 | 3.38 | 1.16 | |
| Contracting and Acquisition | 448 | <div><div></div><div></div><div></div></div> | | | | | 11 | 37 | 23 | 23 | 7 | -13 | -12 | 3.23 | 1.12 | |
| Quality and Reliability Assurance | 74 | <div><div></div><div></div><div></div></div> | | | | | 14 | 41 | 20 | 20 | 5 | -2 | +6 | 3.36 | 1.11 | |
| Engineers and Scientists (Non-Construction) | 1077 | <div><div></div><div></div><div></div></div> | | | | | 11 | 37 | 26 | 18 | 7 | -9 | -8 | 3.27 | 1.11 | |
| Materiel Maintenance Management | 808 | <div><div></div><div></div><div></div></div> | | | | | 13 | 38 | 23 | 18 | 7 | -4 | -5 | 3.32 | 1.13 | |
| Engineers and Scientists (Construction) | 1350 | <div><div></div><div></div><div></div></div> | | | | | 8 | 43 | 22 | 19 | 8 | -9 | -6 | 3.25 | 1.09 | |
| Security | 220 | <div><div></div><div></div><div></div></div> | | | | | 21 | 37 | 20 | 16 | 6 | -5 | -10 | 3.50 | 1.16 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 53 | <div><div></div><div></div><div></div></div> | | | | | 8 | 47 | 25 | 15 | 6 | +9 | -5 | 3.36 | 1.01 | |
| Public Affairs and Communication Media | 152 | <div><div></div><div></div><div></div></div> | | | | | 13 | 34 | 26 | 19 | 9 | -15 | -14 | 3.23 | 1.15 | |
| Transportation Management | 189 | <div><div></div><div></div><div></div></div> | | | | | 16 | 37 | 16 | 22 | 9 | -7 | +3 | 3.28 | 1.23 | |
| Manpower and Force Management | 359 | <div><div></div><div></div><div></div></div> | | | | | 9 | 42 | 20 | 23 | 6 | -8 | -12 | 3.25 | 1.10 | |
| Housing Management | 109 | <div><div></div><div></div><div></div></div> | | | | | 23 | 28 | 22 | 15 | 13 | -18 | +3 | 3.33 | 1.32 | |
| Equal Employment Opportunity | 87 | <div><div></div><div></div><div></div></div> | | | | | 20 | 29 | 20 | 26 | 6 | -20 | -7 | 3.30 | 1.21 | |
| Education Services | 97 | <div><div></div><div></div><div></div></div> | | | | | 18 | 34 | 16 | 19 | 13 | +1 | -7 | 3.24 | 1.31 | |
| Training | 736 | <div><div></div><div></div><div></div></div> | | | | | 15 | 38 | 19 | 18 | 9 | -7 | -7 | 3.32 | 1.20 | |
| Ammunition Management | 115 | <div><div></div><div></div><div></div></div> | | | | | 17 | 41 | 20 | 13 | 10 | -11 | -2 | 3.42 | 1.19 | |
| Information Mission Area (IMA) | 897 | <div><div></div><div></div><div></div></div> | | | | | 13 | 38 | 22 | 19 | 9 | -7 | -9 | 3.26 | 1.17 | |
| Intelligence (Excepted Services Only) | 476 | <div><div></div><div></div><div></div></div> | | | | | 12 | 39 | 21 | 20 | 9 | -3 | -4 | 3.26 | 1.15 | |
| Military Personnel Management | 263 | <div><div></div><div></div><div></div></div> | | | | | 18 | 37 | 21 | 16 | 8 | -- | -- | 3.42 | 1.19 | |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|---|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|--|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | 1 | | | | |
| PERFORMANCE CULTURE | | | | | | | | | | | | | | | | |
| 11g. The performance feedback I receive is useful. | | | | | | | | | | | | | | | | |
| Total Army | 19073 | <div><div></div><div></div><div></div></div> | | | | | 15 | 39 | 27 | 13 | 7 | -7 | -7 | 3.43 | 1.09 | |
| Total Career Program | 9549 | <div><div></div><div></div><div></div></div> | | | | | 14 | 40 | 27 | 13 | 6 | -8 | -8 | 3.42 | 1.08 | |
| Civilian Personnel Administration | 227 | <div><div></div><div></div><div></div></div> | | | | | 15 | 37 | 29 | 15 | 5 | -10 | -6 | 3.41 | 1.06 | |
| Comptroller | 906 | <div><div></div><div></div><div></div></div> | | | | | 15 | 43 | 23 | 14 | 6 | -5 | -10 | 3.47 | 1.09 | |
| Safety Management | 257 | <div><div></div><div></div><div></div></div> | | | | | 16 | 43 | 24 | 11 | 5 | -3 | -4 | 3.54 | 1.06 | |
| Supply Management | 762 | <div><div></div><div></div><div></div></div> | | | | | 17 | 40 | 26 | 12 | 5 | -5 | -2 | 3.52 | 1.06 | |
| Contracting and Acquisition | 431 | <div><div></div><div></div><div></div></div> | | | | | 12 | 42 | 28 | 12 | 6 | -4 | -11 | 3.41 | 1.04 | |
| Quality and Reliability Assurance | 74 | <div><div></div><div></div><div></div></div> | | | | | 12 | 38 | 32 | 12 | 5 | -5 | +5 | 3.39 | 1.02 | |
| Engineers and Scientists (Non-Construction) | 1058 | <div><div></div><div></div><div></div></div> | | | | | 12 | 40 | 29 | 13 | 7 | -11 | -9 | 3.37 | 1.07 | |
| Materiel Maintenance Management | 792 | <div><div></div><div></div><div></div></div> | | | | | 14 | 38 | 28 | 14 | 6 | -8 | -5 | 3.39 | 1.08 | |
| Engineers and Scientists (Construction) | 1328 | <div><div></div><div></div><div></div></div> | | | | | 10 | 44 | 27 | 13 | 7 | -9 | -8 | 3.36 | 1.04 | |
| Security | 217 | <div><div></div><div></div><div></div></div> | | | | | 20 | 38 | 23 | 13 | 6 | -5 | -3 | 3.55 | 1.11 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 53 | <div><div></div><div></div><div></div></div> | | | | | 8 | 49 | 23 | 13 | 8 | +5 | -8 | 3.36 | 1.05 | |
| Public Affairs and Communication Media | 152 | <div><div></div><div></div><div></div></div> | | | | | 12 | 33 | 36 | 15 | 5 | -13 | -14 | 3.32 | 1.02 | |
| Transportation Management | 183 | <div><div></div><div></div><div></div></div> | | | | | 17 | 35 | 24 | 16 | 8 | -11 | -1 | 3.37 | 1.17 | |
| Manpower and Force Management | 354 | <div><div></div><div></div><div></div></div> | | | | | 11 | 41 | 29 | 14 | 5 | -9 | -12 | 3.37 | 1.03 | |
| Housing Management | 106 | <div><div></div><div></div><div></div></div> | | | | | 22 | 35 | 23 | 10 | 10 | -9 | +19 | 3.47 | 1.23 | |
| Equal Employment Opportunity | 85 | <div><div></div><div></div><div></div></div> | | | | | 21 | 32 | 27 | 14 | 6 | -25 | -15 | 3.48 | 1.14 | |
| Education Services | 94 | <div><div></div><div></div><div></div></div> | | | | | 16 | 36 | 19 | 20 | 9 | -9 | -16 | 3.31 | 1.20 | |
| Training | 712 | <div><div></div><div></div><div></div></div> | | | | | 16 | 37 | 27 | 12 | 8 | -8 | -8 | 3.42 | 1.13 | |
| Ammunition Management | 115 | <div><div></div><div></div><div></div></div> | | | | | 15 | 43 | 22 | 15 | 5 | -17 | -10 | 3.48 | 1.07 | |
| Information Mission Area (IMA) | 871 | <div><div></div><div></div><div></div></div> | | | | | 14 | 39 | 28 | 13 | 7 | -5 | -9 | 3.40 | 1.09 | |
| Intelligence (Excepted Services Only) | 459 | <div><div></div><div></div><div></div></div> | | | | | 11 | 40 | 29 | 13 | 7 | -5 | -7 | 3.35 | 1.06 | |
| Military Personnel Management | 260 | <div><div></div><div></div><div></div></div> | | | | | 19 | 36 | 28 | 12 | 6 | -- | -- | 3.50 | 1.11 | |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|--|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|---|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 |
| PERFORMANCE CULTURE | | | | | | | | | | | | | | | | |
| 11h. My cash awards depend on how well I perform my job. | | | | | | | | | | | | | | | | |
| Total Army | 18219 | <div><div></div><div></div><div></div></div> | | | | | 16 | 37 | 22 | 13 | 12 | -10 | -10 | 3.31 | 1.24 | |
| Total Career Program | 9149 | <div><div></div><div></div><div></div></div> | | | | | 15 | 38 | 21 | 14 | 12 | -13 | -12 | 3.31 | 1.23 | |
| Civilian Personnel Administration | 224 | <div><div></div><div></div><div></div></div> | | | | | 15 | 39 | 22 | 15 | 9 | -20 | -25 | 3.36 | 1.16 | |
| Comptroller | 873 | <div><div></div><div></div><div></div></div> | | | | | 16 | 36 | 21 | 16 | 10 | -18 | -17 | 3.33 | 1.22 | |
| Safety Management | 243 | <div><div></div><div></div><div></div></div> | | | | | 17 | 36 | 22 | 12 | 13 | +6 | -1 | 3.31 | 1.26 | |
| Supply Management | 727 | <div><div></div><div></div><div></div></div> | | | | | 19 | 33 | 23 | 12 | 13 | -18 | -16 | 3.34 | 1.27 | |
| Contracting and Acquisition | 418 | <div><div></div><div></div><div></div></div> | | | | | 13 | 37 | 23 | 14 | 12 | -14 | -12 | 3.26 | 1.20 | |
| Quality and Reliability Assurance | 69 | <div><div></div><div></div><div></div></div> | | | | | 10 | 39 | 25 | 14 | 12 | -4 | -8 | 3.22 | 1.17 | |
| Engineers and Scientists (Non-Construction) | 1030 | <div><div></div><div></div><div></div></div> | | | | | 16 | 45 | 17 | 12 | 10 | -11 | -9 | 3.44 | 1.19 | |
| Materiel Maintenance Management | 779 | <div><div></div><div></div><div></div></div> | | | | | 16 | 35 | 23 | 13 | 13 | -14 | -10 | 3.26 | 1.26 | |
| Engineers and Scientists (Construction) | 1282 | <div><div></div><div></div><div></div></div> | | | | | 12 | 44 | 19 | 15 | 10 | -9 | -9 | 3.32 | 1.17 | |
| Security | 206 | <div><div></div><div></div><div></div></div> | | | | | 21 | 28 | 26 | 14 | 12 | -21 | -14 | 3.33 | 1.27 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 48 | <div><div></div><div></div><div></div></div> | | | | | 13 | 35 | 27 | 8 | 17 | +20 | -8 | 3.19 | 1.25 | |
| Public Affairs and Communication Media | 141 | <div><div></div><div></div><div></div></div> | | | | | 13 | 35 | 24 | 11 | 16 | -12 | -18 | 3.17 | 1.27 | |
| Transportation Management | 180 | <div><div></div><div></div><div></div></div> | | | | | 14 | 31 | 23 | 17 | 14 | -21 | -16 | 3.15 | 1.26 | |
| Manpower and Force Management | 339 | <div><div></div><div></div><div></div></div> | | | | | 12 | 40 | 24 | 15 | 8 | -18 | -20 | 3.33 | 1.12 | |
| Housing Management | 99 | <div><div></div><div></div><div></div></div> | | | | | 25 | 26 | 21 | 14 | 13 | -22 | +3 | 3.36 | 1.34 | |
| Equal Employment Opportunity | 84 | <div><div></div><div></div><div></div></div> | | | | | 19 | 36 | 21 | 13 | 11 | -20 | +2 | 3.39 | 1.23 | |
| Education Services | 94 | <div><div></div><div></div><div></div></div> | | | | | 17 | 24 | 18 | 19 | 21 | -23 | -19 | 2.97 | 1.40 | |
| Training | 666 | <div><div></div><div></div><div></div></div> | | | | | 17 | 33 | 22 | 15 | 13 | -7 | -6 | 3.26 | 1.27 | |
| Ammunition Management | 110 | <div><div></div><div></div><div></div></div> | | | | | 15 | 33 | 25 | 15 | 13 | -16 | -9 | 3.22 | 1.23 | |
| Information Mission Area (IMA) | 825 | <div><div></div><div></div><div></div></div> | | | | | 14 | 38 | 22 | 13 | 12 | -9 | -10 | 3.28 | 1.22 | |
| Intelligence (Excepted Services Only) | 424 | <div><div></div><div></div><div></div></div> | | | | | 15 | 37 | 22 | 10 | 16 | -13 | -10 | 3.24 | 1.28 | |
| Military Personnel Management | 237 | <div><div></div><div></div><div></div></div> | | | | | 20 | 33 | 21 | 15 | 11 | -- | -- | 3.37 | 1.25 | |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|--|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|--|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | 1 | | | | |
| PERFORMANCE CULTURE | | | | | | | | | | | | | | | | |
| 11i. In my work unit, differences in performance are recognized in a meaningful way. | | | | | | | | | | | | | | | | |
| Total Army | 18888 | <div><div></div><div></div><div></div></div> | | | | | 10 | 35 | 27 | 18 | 11 | -8 | -9 | 3.17 | 1.15 | |
| Total Career Program | 9435 | <div><div></div><div></div><div></div></div> | | | | | 10 | 35 | 27 | 18 | 10 | -9 | -10 | 3.18 | 1.13 | |
| Civilian Personnel Administration | 225 | <div><div></div><div></div><div></div></div> | | | | | 12 | 37 | 23 | 22 | 5 | -19 | -17 | 3.28 | 1.10 | |
| Comptroller | 896 | <div><div></div><div></div><div></div></div> | | | | | 11 | 35 | 26 | 20 | 9 | -14 | -15 | 3.19 | 1.14 | |
| Safety Management | 244 | <div><div></div><div></div><div></div></div> | | | | | 12 | 37 | 26 | 17 | 8 | -3 | -10 | 3.27 | 1.13 | |
| Supply Management | 750 | <div><div></div><div></div><div></div></div> | | | | | 13 | 35 | 25 | 17 | 10 | -6 | -10 | 3.25 | 1.17 | |
| Contracting and Acquisition | 437 | <div><div></div><div></div><div></div></div> | | | | | 9 | 32 | 27 | 22 | 10 | -10 | -17 | 3.08 | 1.14 | |
| Quality and Reliability Assurance | 70 | <div><div></div><div></div><div></div></div> | | | | | 10 | 34 | 30 | 17 | 9 | -9 | -1 | 3.20 | 1.10 | |
| Engineers and Scientists (Non-Construction) | 1050 | <div><div></div><div></div><div></div></div> | | | | | 9 | 39 | 28 | 17 | 8 | -7 | -11 | 3.24 | 1.07 | |
| Materiel Maintenance Management | 796 | <div><div></div><div></div><div></div></div> | | | | | 10 | 34 | 29 | 17 | 10 | -8 | -10 | 3.15 | 1.14 | |
| Engineers and Scientists (Construction) | 1303 | <div><div></div><div></div><div></div></div> | | | | | 7 | 38 | 29 | 17 | 8 | -8 | -7 | 3.19 | 1.07 | |
| Security | 216 | <div><div></div><div></div><div></div></div> | | | | | 15 | 30 | 28 | 16 | 11 | -11 | -13 | 3.22 | 1.20 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 50 | <div><div></div><div></div><div></div></div> | | | | | 8 | 32 | 34 | 18 | 8 | +5 | -20 | 3.14 | 1.06 | |
| Public Affairs and Communication Media | 149 | <div><div></div><div></div><div></div></div> | | | | | 7 | 29 | 31 | 19 | 13 | -4 | -6 | 2.97 | 1.15 | |
| Transportation Management | 186 | <div><div></div><div></div><div></div></div> | | | | | 10 | 32 | 28 | 20 | 10 | -13 | -6 | 3.12 | 1.14 | |
| Manpower and Force Management | 347 | <div><div></div><div></div><div></div></div> | | | | | 8 | 35 | 29 | 19 | 9 | -19 | -18 | 3.15 | 1.09 | |
| Housing Management | 102 | <div><div></div><div></div><div></div></div> | | | | | 19 | 30 | 28 | 12 | 11 | -10 | +6 | 3.34 | 1.22 | |
| Equal Employment Opportunity | 85 | <div><div></div><div></div><div></div></div> | | | | | 12 | 44 | 22 | 14 | 8 | -11 | 0 | 3.36 | 1.12 | |
| Education Services | 90 | <div><div></div><div></div><div></div></div> | | | | | 12 | 28 | 21 | 22 | 17 | -11 | -14 | 2.97 | 1.29 | |
| Training | 710 | <div><div></div><div></div><div></div></div> | | | | | 11 | 33 | 26 | 16 | 14 | -8 | -7 | 3.11 | 1.21 | |
| Ammunition Management | 112 | <div><div></div><div></div><div></div></div> | | | | | 8 | 33 | 26 | 24 | 9 | -24 | -3 | 3.07 | 1.12 | |
| Information Mission Area (IMA) | 864 | <div><div></div><div></div><div></div></div> | | | | | 10 | 33 | 28 | 19 | 11 | -8 | -8 | 3.12 | 1.15 | |
| Intelligence (Excepted Services Only) | 448 | <div><div></div><div></div><div></div></div> | | | | | 8 | 33 | 27 | 19 | 13 | -9 | -11 | 3.05 | 1.16 | |
| Military Personnel Management | 253 | <div><div></div><div></div><div></div></div> | | | | | 15 | 34 | 30 | 15 | 6 | -- | -- | 3.35 | 1.10 | |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev |
|--|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | 1 | | | |
| PERFORMANCE CULTURE | | | | | | | | | | | | | | | |
| 11j. I can influence my employees' pay to reflect performance. | | | | | | | | | | | | | | | |
| Total Army | 18753 | <div><div></div><div></div><div></div></div> | | | | | 9 | 33 | 25 | 21 | 12 | +3 | +5 | 3.06 | 1.17 |
| Total Career Program | 9391 | <div><div></div><div></div><div></div></div> | | | | | 9 | 33 | 25 | 21 | 12 | +1 | +5 | 3.07 | 1.17 |
| Civilian Personnel Administration | 227 | <div><div></div><div></div><div></div></div> | | | | | 9 | 30 | 26 | 27 | 7 | -24 | -12 | 3.08 | 1.10 |
| Comptroller | 896 | <div><div></div><div></div><div></div></div> | | | | | 11 | 32 | 22 | 23 | 12 | -2 | +2 | 3.07 | 1.20 |
| Safety Management | 240 | <div><div></div><div></div><div></div></div> | | | | | 11 | 31 | 31 | 19 | 9 | +10 | -3 | 3.16 | 1.12 |
| Supply Management | 744 | <div><div></div><div></div><div></div></div> | | | | | 10 | 34 | 24 | 21 | 11 | +4 | +12 | 3.11 | 1.18 |
| Contracting and Acquisition | 435 | <div><div></div><div></div><div></div></div> | | | | | 7 | 36 | 27 | 20 | 10 | +5 | +8 | 3.11 | 1.11 |
| Quality and Reliability Assurance | 72 | <div><div></div><div></div><div></div></div> | | | | | 8 | 22 | 33 | 24 | 13 | -3 | -4 | 2.90 | 1.13 |
| Engineers and Scientists (Non-Construction) | 1050 | <div><div></div><div></div><div></div></div> | | | | | 10 | 44 | 23 | 15 | 8 | +4 | +3 | 3.32 | 1.10 |
| Materiel Maintenance Management | 785 | <div><div></div><div></div><div></div></div> | | | | | 10 | 33 | 23 | 20 | 13 | +2 | +8 | 3.07 | 1.21 |
| Engineers and Scientists (Construction) | 1303 | <div><div></div><div></div><div></div></div> | | | | | 6 | 35 | 24 | 23 | 14 | +3 | +5 | 2.96 | 1.15 |
| Security | 212 | <div><div></div><div></div><div></div></div> | | | | | 12 | 29 | 32 | 17 | 10 | -1 | +5 | 3.16 | 1.15 |
| Quality Assurance Specialists (Ammunition Surveillance) | 49 | <div><div></div><div></div><div></div></div> | | | | | 6 | 24 | 29 | 27 | 14 | -9 | +10 | 2.82 | 1.14 |
| Public Affairs and Communication Media | 149 | <div><div></div><div></div><div></div></div> | | | | | 7 | 28 | 28 | 21 | 17 | -12 | -6 | 2.88 | 1.20 |
| Transportation Management | 187 | <div><div></div><div></div><div></div></div> | | | | | 9 | 33 | 21 | 24 | 13 | +6 | +16 | 3.01 | 1.20 |
| Manpower and Force Management | 344 | <div><div></div><div></div><div></div></div> | | | | | 7 | 30 | 27 | 28 | 9 | -10 | +1 | 2.98 | 1.09 |
| Housing Management | 100 | <div><div></div><div></div><div></div></div> | | | | | 11 | 27 | 28 | 23 | 11 | -3 | +10 | 3.04 | 1.17 |
| Equal Employment Opportunity | 84 | <div><div></div><div></div><div></div></div> | | | | | 20 | 40 | 26 | 7 | 6 | -4 | +10 | 3.62 | 1.07 |
| Education Services | 93 | <div><div></div><div></div><div></div></div> | | | | | 9 | 25 | 17 | 33 | 16 | -4 | -5 | 2.76 | 1.23 |
| Training | 711 | <div><div></div><div></div><div></div></div> | | | | | 9 | 29 | 28 | 22 | 11 | +5 | +8 | 3.02 | 1.15 |
| Ammunition Management | 113 | <div><div></div><div></div><div></div></div> | | | | | 3 | 35 | 22 | 27 | 14 | +11 | +2 | 2.85 | 1.12 |
| Information Mission Area (IMA) | 852 | <div><div></div><div></div><div></div></div> | | | | | 9 | 33 | 24 | 21 | 12 | +10 | +7 | 3.06 | 1.18 |
| Intelligence (Excepted Services Only) | 446 | <div><div></div><div></div><div></div></div> | | | | | 6 | 29 | 30 | 19 | 15 | -5 | +1 | 2.92 | 1.16 |
| Military Personnel Management | 249 | <div><div></div><div></div><div></div></div> | | | | | 13 | 29 | 26 | 20 | 12 | -- | -- | 3.11 | 1.21 |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|--|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|---|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 |
| PERFORMANCE CULTURE | | | | | | | | | | | | | | | | |
| 11k. Pay raises in my work unit depend on how well employees perform their jobs. | | | | | | | | | | | | | | | | |
| Total Army | 18749 | <div><div></div><div></div><div></div></div> | | | | | 9 | 29 | 26 | 22 | 14 | -4 | -2 | 2.96 | 1.20 | |
| Total Career Program | 9395 | <div><div></div><div></div><div></div></div> | | | | | 9 | 30 | 26 | 22 | 13 | -6 | -3 | 2.99 | 1.18 | |
| Civilian Personnel Administration | 228 | <div><div></div><div></div><div></div></div> | | | | | 10 | 26 | 26 | 29 | 9 | -31 | -8 | 3.00 | 1.14 | |
| Comptroller | 898 | <div><div></div><div></div><div></div></div> | | | | | 9 | 29 | 24 | 24 | 14 | -11 | -7 | 2.95 | 1.20 | |
| Safety Management | 244 | <div><div></div><div></div><div></div></div> | | | | | 13 | 31 | 25 | 19 | 11 | +8 | +11 | 3.14 | 1.20 | |
| Supply Management | 748 | <div><div></div><div></div><div></div></div> | | | | | 11 | 30 | 25 | 22 | 12 | -8 | -10 | 3.06 | 1.20 | |
| Contracting and Acquisition | 430 | <div><div></div><div></div><div></div></div> | | | | | 7 | 28 | 29 | 25 | 11 | -8 | -7 | 2.95 | 1.12 | |
| Quality and Reliability Assurance | 71 | <div><div></div><div></div><div></div></div> | | | | | 8 | 20 | 31 | 30 | 11 | -14 | -5 | 2.85 | 1.12 | |
| Engineers and Scientists (Non-Construction) | 1056 | <div><div></div><div></div><div></div></div> | | | | | 10 | 41 | 23 | 17 | 10 | -1 | -2 | 3.25 | 1.14 | |
| Materiel Maintenance Management | 781 | <div><div></div><div></div><div></div></div> | | | | | 8 | 29 | 26 | 23 | 14 | -8 | -7 | 2.96 | 1.19 | |
| Engineers and Scientists (Construction) | 1311 | <div><div></div><div></div><div></div></div> | | | | | 5 | 30 | 27 | 25 | 13 | +1 | +5 | 2.90 | 1.12 | |
| Security | 215 | <div><div></div><div></div><div></div></div> | | | | | 12 | 31 | 25 | 19 | 13 | -14 | -2 | 3.08 | 1.22 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 51 | <div><div></div><div></div><div></div></div> | | | | | 6 | 22 | 31 | 24 | 18 | +2 | -9 | 2.75 | 1.15 | |
| Public Affairs and Communication Media | 145 | <div><div></div><div></div><div></div></div> | | | | | 9 | 24 | 26 | 27 | 14 | -3 | -3 | 2.86 | 1.20 | |
| Transportation Management | 187 | <div><div></div><div></div><div></div></div> | | | | | 10 | 27 | 25 | 24 | 15 | -6 | -3 | 2.93 | 1.22 | |
| Manpower and Force Management | 347 | <div><div></div><div></div><div></div></div> | | | | | 6 | 28 | 27 | 28 | 11 | -17 | -18 | 2.90 | 1.11 | |
| Housing Management | 99 | <div><div></div><div></div><div></div></div> | | | | | 11 | 25 | 35 | 13 | 15 | +4 | -6 | 3.04 | 1.20 | |
| Equal Employment Opportunity | 86 | <div><div></div><div></div><div></div></div> | | | | | 17 | 35 | 22 | 17 | 8 | -3 | +18 | 3.36 | 1.19 | |
| Education Services | 92 | <div><div></div><div></div><div></div></div> | | | | | 7 | 27 | 23 | 28 | 15 | -10 | -11 | 2.82 | 1.18 | |
| Training | 705 | <div><div></div><div></div><div></div></div> | | | | | 10 | 23 | 29 | 22 | 16 | -5 | +1 | 2.89 | 1.21 | |
| Ammunition Management | 112 | <div><div></div><div></div><div></div></div> | | | | | 5 | 27 | 26 | 22 | 20 | -16 | -4 | 2.76 | 1.20 | |
| Information Mission Area (IMA) | 853 | <div><div></div><div></div><div></div></div> | | | | | 9 | 28 | 28 | 21 | 13 | 0 | -3 | 2.98 | 1.18 | |
| Intelligence (Excepted Services Only) | 436 | <div><div></div><div></div><div></div></div> | | | | | 6 | 26 | 28 | 20 | 19 | -4 | -9 | 2.82 | 1.20 | |
| Military Personnel Management | 248 | <div><div></div><div></div><div></div></div> | | | | | 13 | 26 | 27 | 19 | 14 | -- | -- | 3.06 | 1.24 | |

= % Favorable (Agree)
 = % Neither agree/disagree
 = % Unfavorable (Disagree)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|---|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|---|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 |
| PERFORMANCE CULTURE | | | | | | | | | | | | | | | | |
| 111. Promotions in my work unit are based on merit. | | | | | | | | | | | | | | | | |
| Total Army | 18660 | <div><div></div><div></div><div></div></div> | | | | | 12 | 35 | 26 | 14 | 13 | -13 | -12 | 3.20 | 1.20 | |
| Total Career Program | 9375 | <div><div></div><div></div><div></div></div> | | | | | 13 | 37 | 26 | 13 | 11 | -14 | -13 | 3.29 | 1.17 | |
| Civilian Personnel Administration | 230 | <div><div></div><div></div><div></div></div> | | | | | 20 | 47 | 22 | 8 | 4 | -18 | -19 | 3.70 | 1.00 | |
| Comptroller | 895 | <div><div></div><div></div><div></div></div> | | | | | 17 | 41 | 23 | 11 | 8 | -11 | -10 | 3.47 | 1.14 | |
| Safety Management | 242 | <div><div></div><div></div><div></div></div> | | | | | 14 | 33 | 29 | 16 | 10 | -6 | -11 | 3.25 | 1.16 | |
| Supply Management | 747 | <div><div></div><div></div><div></div></div> | | | | | 12 | 32 | 29 | 13 | 13 | -14 | -13 | 3.17 | 1.20 | |
| Contracting and Acquisition | 437 | <div><div></div><div></div><div></div></div> | | | | | 12 | 37 | 27 | 15 | 9 | -19 | -20 | 3.29 | 1.13 | |
| Quality and Reliability Assurance | 70 | <div><div></div><div></div><div></div></div> | | | | | 10 | 37 | 23 | 14 | 16 | -13 | +4 | 3.11 | 1.24 | |
| Engineers and Scientists (Non-Construction) | 1057 | <div><div></div><div></div><div></div></div> | | | | | 16 | 44 | 23 | 10 | 7 | -12 | -10 | 3.53 | 1.08 | |
| Materiel Maintenance Management | 791 | <div><div></div><div></div><div></div></div> | | | | | 11 | 37 | 29 | 11 | 12 | -19 | -13 | 3.25 | 1.16 | |
| Engineers and Scientists (Construction) | 1309 | <div><div></div><div></div><div></div></div> | | | | | 16 | 43 | 22 | 10 | 9 | -8 | -7 | 3.47 | 1.13 | |
| Security | 210 | <div><div></div><div></div><div></div></div> | | | | | 14 | 29 | 30 | 16 | 11 | -20 | -11 | 3.18 | 1.20 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 51 | <div><div></div><div></div><div></div></div> | | | | | 2 | 29 | 35 | 22 | 12 | -1 | -21 | 2.88 | 1.02 | |
| Public Affairs and Communication Media | 142 | <div><div></div><div></div><div></div></div> | | | | | 11 | 36 | 29 | 13 | 12 | -9 | -8 | 3.20 | 1.16 | |
| Transportation Management | 183 | <div><div></div><div></div><div></div></div> | | | | | 11 | 27 | 35 | 14 | 13 | -14 | -18 | 3.10 | 1.17 | |
| Manpower and Force Management | 343 | <div><div></div><div></div><div></div></div> | | | | | 11 | 38 | 28 | 15 | 8 | -22 | -18 | 3.29 | 1.11 | |
| Housing Management | 104 | <div><div></div><div></div><div></div></div> | | | | | 15 | 35 | 28 | 7 | 15 | -8 | +1 | 3.28 | 1.25 | |
| Equal Employment Opportunity | 83 | <div><div></div><div></div><div></div></div> | | | | | 23 | 36 | 23 | 12 | 6 | -17 | -6 | 3.58 | 1.14 | |
| Education Services | 86 | <div><div></div><div></div><div></div></div> | | | | | 16 | 28 | 29 | 13 | 14 | -12 | -27 | 3.20 | 1.26 | |
| Training | 704 | <div><div></div><div></div><div></div></div> | | | | | 10 | 29 | 27 | 18 | 16 | -16 | -12 | 2.99 | 1.23 | |
| Ammunition Management | 113 | <div><div></div><div></div><div></div></div> | | | | | 8 | 38 | 26 | 13 | 15 | -29 | -24 | 3.11 | 1.19 | |
| Information Mission Area (IMA) | 849 | <div><div></div><div></div><div></div></div> | | | | | 11 | 34 | 28 | 14 | 14 | -9 | -10 | 3.14 | 1.20 | |
| Intelligence (Excepted Services Only) | 433 | <div><div></div><div></div><div></div></div> | | | | | 8 | 29 | 28 | 18 | 17 | -15 | -24 | 2.94 | 1.21 | |
| Military Personnel Management | 246 | <div><div></div><div></div><div></div></div> | | | | | 13 | 34 | 28 | 12 | 14 | -- | -- | 3.19 | 1.22 | |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev |
|---|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | |
| PERFORMANCE CULTURE | | | | | | | | | | | | | | | |
| 11m. Personnel with recent military experience perform better in Army civilian positions than those without recent military experience. | | | | | | | | | | | | | | | |
| Total Army | 18534 | <div><div></div><div></div><div></div></div> | | | | | 15 | 22 | 32 | 18 | 13 | -- | -- | 3.08 | 1.24 |
| Total Career Program | 9235 | <div><div></div><div></div><div></div></div> | | | | | 14 | 20 | 33 | 19 | 13 | -- | -- | 3.03 | 1.23 |
| Civilian Personnel Administration | 221 | <div><div></div><div></div><div></div></div> | | | | | 5 | 7 | 35 | 29 | 24 | -- | -- | 2.42 | 1.09 |
| Comptroller | 861 | <div><div></div><div></div><div></div></div> | | | | | 7 | 16 | 35 | 23 | 17 | -- | -- | 2.73 | 1.14 |
| Safety Management | 254 | <div><div></div><div></div><div></div></div> | | | | | 27 | 20 | 26 | 15 | 11 | -- | -- | 3.37 | 1.32 |
| Supply Management | 763 | <div><div></div><div></div><div></div></div> | | | | | 24 | 26 | 28 | 13 | 8 | -- | -- | 3.45 | 1.22 |
| Contracting and Acquisition | 417 | <div><div></div><div></div><div></div></div> | | | | | 7 | 10 | 41 | 27 | 15 | -- | -- | 2.68 | 1.08 |
| Quality and Reliability Assurance | 69 | <div><div></div><div></div><div></div></div> | | | | | 19 | 26 | 28 | 16 | 12 | -- | -- | 3.25 | 1.26 |
| Engineers and Scientists (Non-Construction) | 975 | <div><div></div><div></div><div></div></div> | | | | | 5 | 16 | 42 | 24 | 13 | -- | -- | 2.76 | 1.03 |
| Materiel Maintenance Management | 793 | <div><div></div><div></div><div></div></div> | | | | | 19 | 24 | 33 | 13 | 10 | -- | -- | 3.30 | 1.20 |
| Engineers and Scientists (Construction) | 1186 | <div><div></div><div></div><div></div></div> | | | | | 5 | 13 | 37 | 27 | 19 | -- | -- | 2.57 | 1.07 |
| Security | 216 | <div><div></div><div></div><div></div></div> | | | | | 25 | 30 | 27 | 10 | 9 | -- | -- | 3.51 | 1.21 |
| Quality Assurance Specialists (Ammunition Surveillance) | 53 | <div><div></div><div></div><div></div></div> | | | | | 9 | 28 | 21 | 26 | 15 | -- | -- | 2.91 | 1.23 |
| Public Affairs and Communication Media | 146 | <div><div></div><div></div><div></div></div> | | | | | 17 | 13 | 30 | 20 | 20 | -- | -- | 2.88 | 1.34 |
| Transportation Management | 185 | <div><div></div><div></div><div></div></div> | | | | | 23 | 21 | 25 | 17 | 15 | -- | -- | 3.21 | 1.36 |
| Manpower and Force Management | 347 | <div><div></div><div></div><div></div></div> | | | | | 12 | 23 | 33 | 20 | 12 | -- | -- | 3.03 | 1.16 |
| Housing Management | 103 | <div><div></div><div></div><div></div></div> | | | | | 18 | 17 | 35 | 17 | 14 | -- | -- | 3.10 | 1.27 |
| Equal Employment Opportunity | 78 | <div><div></div><div></div><div></div></div> | | | | | 12 | 12 | 29 | 29 | 18 | -- | -- | 2.69 | 1.22 |
| Education Services | 94 | <div><div></div><div></div><div></div></div> | | | | | 13 | 7 | 37 | 21 | 21 | -- | -- | 2.69 | 1.25 |
| Training | 723 | <div><div></div><div></div><div></div></div> | | | | | 26 | 25 | 26 | 13 | 10 | -- | -- | 3.44 | 1.28 |
| Ammunition Management | 112 | <div><div></div><div></div><div></div></div> | | | | | 15 | 23 | 27 | 23 | 12 | -- | -- | 3.07 | 1.24 |
| Information Mission Area (IMA) | 867 | <div><div></div><div></div><div></div></div> | | | | | 15 | 22 | 32 | 19 | 13 | -- | -- | 3.08 | 1.23 |
| Intelligence (Excepted Services Only) | 460 | <div><div></div><div></div><div></div></div> | | | | | 19 | 27 | 33 | 12 | 9 | -- | -- | 3.35 | 1.17 |
| Military Personnel Management | 261 | <div><div></div><div></div><div></div></div> | | | | | 28 | 28 | 26 | 9 | 9 | -- | -- | 3.57 | 1.24 |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Not a problem | Slight problem | Somewhat of a problem | Serious problem | Do not know |
|---|--------|---------------|----------------|-----------------------|-----------------|-------------|
| PERSONNEL ACTIONS | | | | | | |
| 12. Over the last 2 years, how would you rate employee turnover in your organization? | | | | | | |
| Total Army | 19594 | 28% | 23% | 26% | 19% | 4% |
| Total Career Program | 9782 | 28% | 23% | 26% | 19% | 4% |
| Civilian Personnel Administration | 233 | 20% | 21% | 28% | 27% | 3% |
| Comptroller | 923 | 25% | 22% | 30% | 21% | 2% |
| Safety Management | 261 | 39% | 20% | 23% | 14% | 3% |
| Supply Management | 780 | 29% | 20% | 26% | 18% | 7% |
| Contracting and Acquisition | 448 | 12% | 16% | 28% | 43% | 1% |
| Quality and Reliability Assurance | 74 | 35% | 26% | 22% | 14% | 4% |
| Engineers and Scientists (Non-Construction) | 1083 | 35% | 27% | 23% | 13% | 3% |
| Materiel Maintenance Management | 807 | 30% | 23% | 25% | 19% | 3% |
| Engineers and Scientists (Construction) | 1352 | 30% | 24% | 28% | 16% | 2% |
| Security | 222 | 31% | 24% | 24% | 16% | 5% |
| Quality Assurance Specialists (Ammunition Surveillance) | 53 | 25% | 21% | 38% | 13% | 4% |
| Public Affairs and Communication Media | 152 | 28% | 24% | 27% | 14% | 6% |
| Transportation Management | 191 | 28% | 19% | 27% | 21% | 4% |
| Manpower and Force Management | 359 | 28% | 23% | 28% | 18% | 3% |
| Housing Management | 109 | 35% | 19% | 18% | 20% | 7% |
| Equal Employment Opportunity | 87 | 26% | 23% | 18% | 25% | 7% |
| Education Services | 97 | 21% | 22% | 30% | 24% | 4% |
| Training | 738 | 31% | 24% | 24% | 16% | 5% |
| Ammunition Management | 116 | 33% | 22% | 28% | 16% | 3% |
| Information Mission Area (IMA) | 903 | 25% | 24% | 27% | 20% | 4% |
| Intelligence (Excepted Services Only) | 476 | 29% | 25% | 26% | 16% | 4% |
| Military Personnel Management | 265 | 24% | 21% | 25% | 24% | 6% |



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Yes | No | Do not know |
|--|--------|-----|-----|-------------|
| PERSONNEL ACTIONS | | | | |
| 13. Has your organization hired any new employees in the last 2 years? | | | | |
| Total Army | 19564 | 94% | 5% | 1% |
| Total Career Program | 9769 | 95% | 4% | 1% |
| Civilian Personnel Administration | 233 | 99% | 0% | 0% |
| Comptroller | 922 | 97% | 3% | 0% |
| Safety Management | 261 | 92% | 8% | 0% |
| Supply Management | 780 | 93% | 5% | 2% |
| Contracting and Acquisition | 448 | 97% | 2% | 1% |
| Quality and Reliability Assurance | 74 | 93% | 4% | 3% |
| Engineers and Scientists (Non-Construction) | 1082 | 96% | 3% | 1% |
| Materiel Maintenance Management | 807 | 96% | 3% | 1% |
| Engineers and Scientists (Construction) | 1349 | 97% | 3% | 0% |
| Security | 222 | 92% | 6% | 1% |
| Quality Assurance Specialists (Ammunition Surveillance) | 53 | 87% | 9% | 4% |
| Public Affairs and Communication Media | 150 | 95% | 5% | 0% |
| Transportation Management | 190 | 92% | 7% | 1% |
| Manpower and Force Management | 359 | 95% | 4% | 0% |
| Housing Management | 109 | 91% | 7% | 2% |
| Equal Employment Opportunity | 87 | 89% | 11% | 0% |
| Education Services | 98 | 95% | 5% | 0% |
| Training | 737 | 93% | 6% | 1% |
| Ammunition Management | 115 | 91% | 8% | 1% |
| Information Mission Area (IMA) | 899 | 96% | 3% | 1% |
| Intelligence (Excepted Services Only) | 476 | 92% | 6% | 2% |
| Military Personnel Management | 265 | 94% | 3% | 4% |



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Much higher than average | Higher than average | Average | Lower than average | Much lower than average | Do not know |
|--|--------|--------------------------|---------------------|---------|--------------------|-------------------------|-------------|
| PERSONNEL ACTIONS | | | | | | | |
| 13a. How would you rate the performance of employees hired in the last 2 years at your organization? | | | | | | | |
| Total Army | 18353 | 6% | 36% | 43% | 8% | 2% | 4% |
| Total Career Program | 9234 | 7% | 40% | 40% | 7% | 2% | 4% |
| Civilian Personnel Administration | 229 | 6% | 29% | 54% | 6% | 1% | 4% |
| Comptroller | 891 | 5% | 39% | 41% | 8% | 2% | 4% |
| Safety Management | 240 | 8% | 36% | 42% | 3% | 3% | 8% |
| Supply Management | 725 | 6% | 38% | 42% | 7% | 2% | 6% |
| Contracting and Acquisition | 430 | 6% | 34% | 41% | 12% | 4% | 3% |
| Quality and Reliability Assurance | 68 | 6% | 41% | 35% | 10% | 3% | 4% |
| Engineers and Scientists (Non-Construction) | 1039 | 10% | 53% | 30% | 4% | 0% | 2% |
| Materiel Maintenance Management | 767 | 8% | 37% | 44% | 7% | 2% | 3% |
| Engineers and Scientists (Construction) | 1304 | 7% | 48% | 35% | 6% | 1% | 3% |
| Security | 201 | 5% | 35% | 47% | 6% | 1% | 6% |
| Quality Assurance Specialists (Ammunition Surveillance) | 46 | 0% | 24% | 54% | 13% | 7% | 2% |
| Public Affairs and Communication Media | 143 | 10% | 33% | 43% | 7% | 1% | 6% |
| Transportation Management | 174 | 6% | 32% | 47% | 10% | 2% | 3% |
| Manpower and Force Management | 339 | 8% | 38% | 43% | 6% | 1% | 4% |
| Housing Management | 99 | 8% | 37% | 38% | 6% | 2% | 8% |
| Equal Employment Opportunity | 75 | 9% | 23% | 48% | 3% | 1% | 16% |
| Education Services | 92 | 9% | 40% | 39% | 8% | 2% | 2% |
| Training | 679 | 7% | 38% | 42% | 8% | 1% | 4% |
| Ammunition Management | 106 | 8% | 38% | 42% | 8% | 1% | 3% |
| Information Mission Area (IMA) | 856 | 7% | 38% | 41% | 7% | 2% | 5% |
| Intelligence (Excepted Services Only) | 435 | 5% | 40% | 43% | 7% | 1% | 4% |
| Military Personnel Management | 246 | 5% | 37% | 42% | 8% | 2% | 6% |



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Yes | No |
|---|--------|-----|-----|
| PERSONNEL ACTIONS | | | |
| 13b. Over the last 2 years, have you personally hired anyone to work for you? | | | |
| Total Army | 18286 | 66% | 34% |
| Total Career Program | 9203 | 69% | 31% |
| Civilian Personnel Administration | 229 | 91% | 9% |
| Comptroller | 888 | 74% | 26% |
| Safety Management | 240 | 53% | 47% |
| Supply Management | 719 | 63% | 37% |
| Contracting and Acquisition | 428 | 61% | 39% |
| Quality and Reliability Assurance | 66 | 67% | 33% |
| Engineers and Scientists (Non-Construction) | 1039 | 78% | 22% |
| Materiel Maintenance Management | 766 | 67% | 33% |
| Engineers and Scientists (Construction) | 1298 | 78% | 22% |
| Security | 202 | 60% | 40% |
| Quality Assurance Specialists (Ammunition Surveillance) | 46 | 37% | 63% |
| Public Affairs and Communication Media | 143 | 63% | 37% |
| Transportation Management | 174 | 75% | 25% |
| Manpower and Force Management | 338 | 68% | 32% |
| Housing Management | 99 | 61% | 39% |
| Equal Employment Opportunity | 75 | 56% | 44% |
| Education Services | 93 | 52% | 48% |
| Training | 674 | 62% | 38% |
| Ammunition Management | 106 | 63% | 37% |
| Information Mission Area (IMA) | 850 | 68% | 32% |
| Intelligence (Excepted Services Only) | 435 | 63% | 37% |
| Military Personnel Management | 245 | 66% | 34% |



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Much better than usual | Better than usual | About the same as usual | Worse than usual | Much worse than usual |
|--|--------|------------------------|-------------------|-------------------------|------------------|-----------------------|
| PERSONNEL ACTIONS | | | | | | |
| 13c. How would you rate the quality of applicants for this position? | | | | | | |
| Total Army | 12261 | 10% | 33% | 46% | 10% | 1% |
| Total Career Program | 6431 | 10% | 34% | 44% | 10% | 1% |
| Civilian Personnel Administration | 210 | 8% | 26% | 49% | 17% | 0% |
| Comptroller | 656 | 7% | 30% | 45% | 16% | 1% |
| Safety Management | 127 | 10% | 29% | 47% | 12% | 2% |
| Supply Management | 462 | 10% | 35% | 48% | 6% | 1% |
| Contracting and Acquisition | 269 | 10% | 29% | 42% | 16% | 3% |
| Quality and Reliability Assurance | 47 | 11% | 43% | 36% | 11% | 0% |
| Engineers and Scientists (Non-Construction) | 813 | 13% | 43% | 36% | 8% | 0% |
| Materiel Maintenance Management | 519 | 11% | 31% | 47% | 10% | 2% |
| Engineers and Scientists (Construction) | 1024 | 10% | 37% | 43% | 9% | 1% |
| Security | 124 | 12% | 36% | 46% | 6% | 0% |
| Quality Assurance Specialists (Ammunition Surveillance) | 17 | 12% | 24% | 53% | 12% | 0% |
| Public Affairs and Communication Media | 92 | 12% | 29% | 50% | 9% | 0% |
| Transportation Management | 132 | 8% | 31% | 48% | 12% | 0% |
| Manpower and Force Management | 235 | 8% | 35% | 44% | 13% | 0% |
| Housing Management | 60 | 13% | 33% | 43% | 3% | 7% |
| Equal Employment Opportunity | 44 | 20% | 25% | 36% | 14% | 5% |
| Education Services | 48 | 8% | 33% | 48% | 8% | 2% |
| Training | 428 | 13% | 34% | 43% | 11% | 0% |
| Ammunition Management | 67 | 7% | 27% | 52% | 13% | 0% |
| Information Mission Area (IMA) | 586 | 10% | 33% | 45% | 10% | 1% |
| Intelligence (Excepted Services Only) | 275 | 12% | 39% | 40% | 9% | 1% |
| Military Personnel Management | 164 | 10% | 37% | 43% | 10% | 1% |



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|--|--------|---|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|---|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 |
| SUPERVISORY AUTHORITY | | | | | | | | | | | | | | | | |
| 14a. I have the flexibility to use recruitment incentives. | | | | | | | | | | | | | | | | |
| Total Army | 17142 | <div><div>20%</div><div>23%</div><div>56%</div></div> | | | | | 3 | 17 | 23 | 35 | 21 | -2 | -2 | 2.46 | 1.10 | |
| Total Career Program | 8576 | <div><div>22%</div><div>23%</div><div>55%</div></div> | | | | | 4 | 18 | 23 | 35 | 20 | -2 | -3 | 2.50 | 1.11 | |
| Civilian Personnel Administration | 227 | <div><div>27%</div><div>21%</div><div>52%</div></div> | | | | | 3 | 25 | 21 | 35 | 17 | -6 | -4 | 2.61 | 1.11 | |
| Comptroller | 813 | <div><div>22%</div><div>24%</div><div>54%</div></div> | | | | | 3 | 18 | 24 | 35 | 19 | -7 | -11 | 2.52 | 1.10 | |
| Safety Management | 223 | <div><div>22%</div><div>28%</div><div>50%</div></div> | | | | | 4 | 17 | 28 | 35 | 15 | +5 | -2 | 2.62 | 1.07 | |
| Supply Management | 678 | <div><div>15%</div><div>27%</div><div>59%</div></div> | | | | | 3 | 12 | 27 | 37 | 22 | +2 | -5 | 2.37 | 1.04 | |
| Contracting and Acquisition | 386 | <div><div>19%</div><div>25%</div><div>56%</div></div> | | | | | 2 | 17 | 25 | 37 | 19 | +3 | +2 | 2.47 | 1.05 | |
| Quality and Reliability Assurance | 59 | <div><div>19%</div><div>20%</div><div>61%</div></div> | | | | | 3 | 15 | 20 | 41 | 20 | +15 | +6 | 2.41 | 1.08 | |
| Engineers and Scientists (Non-Construction) | 948 | <div><div>35%</div><div>22%</div><div>43%</div></div> | | | | | 6 | 28 | 22 | 30 | 13 | -7 | -12 | 2.85 | 1.16 | |
| Materiel Maintenance Management | 727 | <div><div>19%</div><div>24%</div><div>56%</div></div> | | | | | 4 | 15 | 24 | 37 | 20 | -4 | -6 | 2.47 | 1.08 | |
| Engineers and Scientists (Construction) | 1183 | <div><div>35%</div><div>22%</div><div>43%</div></div> | | | | | 5 | 30 | 22 | 30 | 14 | +5 | +8 | 2.84 | 1.15 | |
| Security | 195 | <div><div>16%</div><div>29%</div><div>54%</div></div> | | | | | 4 | 12 | 29 | 34 | 21 | -1 | -1 | 2.46 | 1.07 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 44 | <div><div>9%</div><div>34%</div><div>57%</div></div> | | | | | 2 | 7 | 34 | 32 | 25 | +9 | +9 | 2.30 | 0.99 | |
| Public Affairs and Communication Media | 133 | <div><div>15%</div><div>18%</div><div>67%</div></div> | | | | | 4 | 11 | 18 | 38 | 29 | +3 | 0 | 2.23 | 1.10 | |
| Transportation Management | 167 | <div><div>12%</div><div>19%</div><div>69%</div></div> | | | | | 2 | 10 | 19 | 42 | 28 | -12 | +2 | 2.17 | 1.00 | |
| Manpower and Force Management | 321 | <div><div>20%</div><div>21%</div><div>59%</div></div> | | | | | 2 | 17 | 21 | 39 | 20 | +2 | -3 | 2.44 | 1.07 | |
| Housing Management | 93 | <div><div>15%</div><div>26%</div><div>59%</div></div> | | | | | 4 | 11 | 26 | 33 | 26 | +3 | -15 | 2.34 | 1.10 | |
| Equal Employment Opportunity | 82 | <div><div>34%</div><div>17%</div><div>49%</div></div> | | | | | 4 | 30 | 17 | 34 | 15 | +17 | +5 | 2.74 | 1.15 | |
| Education Services | 85 | <div><div>12%</div><div>19%</div><div>69%</div></div> | | | | | 0 | 12 | 19 | 41 | 28 | 0 | -1 | 2.14 | 0.96 | |
| Training | 646 | <div><div>11%</div><div>22%</div><div>67%</div></div> | | | | | 2 | 9 | 22 | 39 | 28 | -4 | -4 | 2.17 | 1.00 | |
| Ammunition Management | 102 | <div><div>11%</div><div>24%</div><div>66%</div></div> | | | | | 2 | 9 | 24 | 33 | 32 | -14 | -3 | 2.15 | 1.03 | |
| Information Mission Area (IMA) | 790 | <div><div>16%</div><div>22%</div><div>62%</div></div> | | | | | 2 | 14 | 22 | 38 | 24 | 0 | +3 | 2.32 | 1.05 | |
| Intelligence (Excepted Services Only) | 401 | <div><div>16%</div><div>21%</div><div>63%</div></div> | | | | | 3 | 13 | 21 | 38 | 24 | -6 | -2 | 2.32 | 1.07 | |
| Military Personnel Management | 229 | <div><div>13%</div><div>22%</div><div>66%</div></div> | | | | | 1 | 11 | 22 | 38 | 28 | -- | -- | 2.21 | 1.01 | |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|---|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|---|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 |
| SUPERVISORY AUTHORITY | | | | | | | | | | | | | | | | |
| 14b. I have the flexibility to use relocation incentives. | | | | | | | | | | | | | | | | |
| Total Army | 17082 | <div><div></div><div></div><div></div></div> | | | | | 3 | 16 | 23 | 35 | 22 | -4 | -5 | 2.42 | 1.09 | |
| Total Career Program | 8573 | <div><div></div><div></div><div></div></div> | | | | | 3 | 18 | 23 | 35 | 21 | -5 | -6 | 2.48 | 1.10 | |
| Civilian Personnel Administration | 225 | <div><div></div><div></div><div></div></div> | | | | | 2 | 27 | 18 | 36 | 17 | -2 | -3 | 2.61 | 1.12 | |
| Comptroller | 823 | <div><div></div><div></div><div></div></div> | | | | | 4 | 20 | 22 | 35 | 20 | -9 | -12 | 2.52 | 1.12 | |
| Safety Management | 222 | <div><div></div><div></div><div></div></div> | | | | | 4 | 18 | 27 | 35 | 16 | +4 | 0 | 2.59 | 1.08 | |
| Supply Management | 680 | <div><div></div><div></div><div></div></div> | | | | | 3 | 10 | 26 | 37 | 23 | -5 | -8 | 2.31 | 1.02 | |
| Contracting and Acquisition | 392 | <div><div></div><div></div><div></div></div> | | | | | 2 | 19 | 28 | 34 | 18 | +2 | -4 | 2.54 | 1.05 | |
| Quality and Reliability Assurance | 57 | <div><div></div><div></div><div></div></div> | | | | | 2 | 16 | 25 | 37 | 21 | +10 | +11 | 2.40 | 1.04 | |
| Engineers and Scientists (Non-Construction) | 934 | <div><div></div><div></div><div></div></div> | | | | | 5 | 25 | 25 | 31 | 15 | -7 | -8 | 2.75 | 1.13 | |
| Materiel Maintenance Management | 726 | <div><div></div><div></div><div></div></div> | | | | | 3 | 16 | 24 | 37 | 20 | -6 | -4 | 2.46 | 1.08 | |
| Engineers and Scientists (Construction) | 1189 | <div><div></div><div></div><div></div></div> | | | | | 5 | 35 | 22 | 25 | 13 | -1 | +2 | 2.95 | 1.16 | |
| Security | 193 | <div><div></div><div></div><div></div></div> | | | | | 3 | 12 | 29 | 36 | 21 | -4 | -14 | 2.40 | 1.02 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 46 | <div><div></div><div></div><div></div></div> | | | | | 2 | 11 | 28 | 37 | 22 | +8 | +1 | 2.35 | 1.00 | |
| Public Affairs and Communication Media | 130 | <div><div></div><div></div><div></div></div> | | | | | 3 | 12 | 18 | 35 | 33 | -7 | -10 | 2.17 | 1.10 | |
| Transportation Management | 169 | <div><div></div><div></div><div></div></div> | | | | | 2 | 6 | 18 | 43 | 31 | -21 | -13 | 2.06 | 0.97 | |
| Manpower and Force Management | 320 | <div><div></div><div></div><div></div></div> | | | | | 3 | 17 | 22 | 39 | 20 | -3 | -7 | 2.42 | 1.06 | |
| Housing Management | 94 | <div><div></div><div></div><div></div></div> | | | | | 4 | 11 | 28 | 34 | 23 | -4 | -11 | 2.38 | 1.08 | |
| Equal Employment Opportunity | 83 | <div><div></div><div></div><div></div></div> | | | | | 2 | 27 | 20 | 39 | 12 | -3 | -3 | 2.69 | 1.06 | |
| Education Services | 84 | <div><div></div><div></div><div></div></div> | | | | | 0 | 11 | 23 | 38 | 29 | -1 | -5 | 2.15 | 0.96 | |
| Training | 644 | <div><div></div><div></div><div></div></div> | | | | | 1 | 9 | 22 | 37 | 30 | -2 | -5 | 2.14 | 0.99 | |
| Ammunition Management | 103 | <div><div></div><div></div><div></div></div> | | | | | 1 | 14 | 23 | 28 | 34 | -22 | -10 | 2.19 | 1.08 | |
| Information Mission Area (IMA) | 787 | <div><div></div><div></div><div></div></div> | | | | | 2 | 11 | 23 | 39 | 24 | +1 | -3 | 2.28 | 1.03 | |
| Intelligence (Excepted Services Only) | 398 | <div><div></div><div></div><div></div></div> | | | | | 2 | 11 | 20 | 39 | 28 | -6 | -6 | 2.19 | 1.02 | |
| Military Personnel Management | 230 | <div><div></div><div></div><div></div></div> | | | | | 1 | 10 | 22 | 38 | 29 | -- | -- | 2.15 | 0.98 | |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|--|--------|--------------------|-----|-----|-----|-----|-------------------|---|----|----|----|----------------------------|----------------------------|------|------------|------|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | 1 | | | | |
| SUPERVISORY AUTHORITY | | | | | | | | | | | | | | | | |
| 14c. I have the flexibility to use retention incentives. | | | | | | | | | | | | | | | | |
| Total Army | 16792 | 15% | 25% | 60% | | | | 3 | 13 | 25 | 36 | 23 | -2 | -2 | 2.35 | 1.05 |
| Total Career Program | 8368 | 15% | 25% | 59% | | | | 3 | 13 | 25 | 37 | 22 | -3 | -3 | 2.36 | 1.04 |
| Civilian Personnel Administration | 227 | 26% | 20% | 55% | | | | 2 | 24 | 20 | 37 | 18 | -5 | 0 | 2.55 | 1.09 |
| Comptroller | 805 | 16% | 24% | 60% | | | | 3 | 13 | 24 | 39 | 21 | -5 | -6 | 2.37 | 1.04 |
| Safety Management | 215 | 15% | 32% | 53% | | | | 4 | 11 | 32 | 37 | 16 | +2 | -6 | 2.49 | 1.01 |
| Supply Management | 668 | 13% | 28% | 59% | | | | 4 | 9 | 28 | 36 | 23 | +1 | +2 | 2.34 | 1.04 |
| Contracting and Acquisition | 384 | 12% | 26% | 61% | | | | 1 | 11 | 26 | 40 | 22 | 0 | -2 | 2.30 | 0.97 |
| Quality and Reliability Assurance | 55 | 15% | 25% | 60% | | | | 2 | 13 | 25 | 40 | 20 | +11 | +2 | 2.36 | 1.00 |
| Engineers and Scientists (Non-Construction) | 903 | 22% | 29% | 50% | | | | 4 | 18 | 29 | 32 | 17 | -7 | -12 | 2.59 | 1.09 |
| Materiel Maintenance Management | 712 | 14% | 27% | 59% | | | | 3 | 11 | 27 | 38 | 21 | -2 | -4 | 2.36 | 1.03 |
| Engineers and Scientists (Construction) | 1119 | 25% | 26% | 49% | | | | 3 | 21 | 26 | 32 | 17 | +1 | +6 | 2.63 | 1.09 |
| Security | 192 | 13% | 30% | 57% | | | | 3 | 10 | 30 | 36 | 21 | -2 | -3 | 2.38 | 1.02 |
| Quality Assurance Specialists (Ammunition Surveillance) | 44 | 9% | 27% | 64% | | | | 2 | 7 | 27 | 41 | 23 | +9 | +9 | 2.25 | 0.96 |
| Public Affairs and Communication Media | 126 | 10% | 19% | 71% | | | | 4 | 6 | 19 | 37 | 35 | 0 | -8 | 2.07 | 1.06 |
| Transportation Management | 170 | 9% | 19% | 72% | | | | 2 | 6 | 19 | 45 | 28 | -14 | +1 | 2.11 | 0.96 |
| Manpower and Force Management | 313 | 14% | 22% | 64% | | | | 2 | 12 | 22 | 42 | 21 | -2 | -5 | 2.31 | 1.00 |
| Housing Management | 93 | 12% | 27% | 61% | | | | 4 | 8 | 27 | 35 | 26 | +2 | -6 | 2.29 | 1.06 |
| Equal Employment Opportunity | 81 | 12% | 25% | 63% | | | | 1 | 11 | 25 | 47 | 16 | -5 | -10 | 2.35 | 0.92 |
| Education Services | 86 | 13% | 20% | 67% | | | | 0 | 13 | 20 | 41 | 27 | +1 | -1 | 2.19 | 0.97 |
| Training | 638 | 8% | 24% | 68% | | | | 2 | 7 | 24 | 38 | 30 | -1 | -3 | 2.11 | 0.97 |
| Ammunition Management | 105 | 12% | 24% | 64% | | | | 0 | 12 | 24 | 31 | 32 | -9 | -1 | 2.16 | 1.02 |
| Information Mission Area (IMA) | 776 | 10% | 25% | 66% | | | | 2 | 7 | 25 | 40 | 26 | -1 | -2 | 2.20 | 0.98 |
| Intelligence (Excepted Services Only) | 386 | 10% | 21% | 69% | | | | 2 | 8 | 21 | 41 | 28 | -7 | -1 | 2.14 | 0.97 |
| Military Personnel Management | 227 | 10% | 22% | 67% | | | | 1 | 9 | 22 | 38 | 29 | -- | -- | 2.15 | 0.97 |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev |
|---|--------|---|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | 1 | | | |
| SUPERVISORY AUTHORITY | | | | | | | | | | | | | | | |
| 14d. I have the flexibility to offer student loan repayments. | | | | | | | | | | | | | | | |
| Total Army | 15907 | <div><div>12%</div><div>25%</div><div>63%</div></div> | | | | | 2 | 10 | 25 | 37 | 26 | 0 | 0 | 2.25 | 1.02 |
| Total Career Program | 7948 | <div><div>15%</div><div>24%</div><div>61%</div></div> | | | | | 3 | 12 | 24 | 37 | 24 | 0 | 0 | 2.33 | 1.05 |
| Civilian Personnel Administration | 223 | <div><div>22%</div><div>22%</div><div>57%</div></div> | | | | | 2 | 20 | 22 | 37 | 20 | -4 | -8 | 2.48 | 1.07 |
| Comptroller | 764 | <div><div>16%</div><div>26%</div><div>58%</div></div> | | | | | 2 | 14 | 26 | 36 | 22 | -3 | -1 | 2.39 | 1.05 |
| Safety Management | 205 | <div><div>8%</div><div>32%</div><div>60%</div></div> | | | | | 2 | 6 | 32 | 40 | 20 | +4 | -4 | 2.31 | 0.94 |
| Supply Management | 630 | <div><div>10%</div><div>27%</div><div>63%</div></div> | | | | | 2 | 8 | 27 | 38 | 25 | +2 | +2 | 2.25 | 0.99 |
| Contracting and Acquisition | 376 | <div><div>26%</div><div>26%</div><div>48%</div></div> | | | | | 3 | 22 | 26 | 30 | 18 | +18 | +17 | 2.63 | 1.12 |
| Quality and Reliability Assurance | 56 | <div><div>16%</div><div>21%</div><div>63%</div></div> | | | | | 2 | 14 | 21 | 39 | 23 | +8 | +16 | 2.32 | 1.04 |
| Engineers and Scientists (Non-Construction) | 878 | <div><div>37%</div><div>23%</div><div>40%</div></div> | | | | | 8 | 29 | 23 | 24 | 16 | +7 | +6 | 2.88 | 1.21 |
| Materiel Maintenance Management | 686 | <div><div>14%</div><div>28%</div><div>59%</div></div> | | | | | 3 | 10 | 28 | 36 | 23 | +1 | +4 | 2.35 | 1.04 |
| Engineers and Scientists (Construction) | 1030 | <div><div>20%</div><div>26%</div><div>54%</div></div> | | | | | 3 | 17 | 26 | 34 | 20 | 0 | +2 | 2.50 | 1.09 |
| Security | 182 | <div><div>7%</div><div>31%</div><div>62%</div></div> | | | | | 3 | 4 | 31 | 37 | 25 | -1 | -3 | 2.24 | 0.96 |
| Quality Assurance Specialists (Ammunition Surveillance) | 44 | <div><div>5%</div><div>30%</div><div>66%</div></div> | | | | | 0 | 5 | 30 | 36 | 30 | +5 | +5 | 2.09 | 0.87 |
| Public Affairs and Communication Media | 119 | <div><div>5%</div><div>20%</div><div>75%</div></div> | | | | | 2 | 3 | 20 | 36 | 39 | -3 | -2 | 1.93 | 0.93 |
| Transportation Management | 159 | <div><div>4%</div><div>21%</div><div>75%</div></div> | | | | | 0 | 4 | 21 | 44 | 31 | -9 | 0 | 1.97 | 0.82 |
| Manpower and Force Management | 292 | <div><div>12%</div><div>21%</div><div>67%</div></div> | | | | | 2 | 10 | 21 | 44 | 24 | -1 | -1 | 2.22 | 0.97 |
| Housing Management | 86 | <div><div>7%</div><div>30%</div><div>63%</div></div> | | | | | 3 | 3 | 30 | 35 | 28 | +7 | -4 | 2.20 | 1.00 |
| Equal Employment Opportunity | 75 | <div><div>9%</div><div>17%</div><div>73%</div></div> | | | | | 0 | 9 | 17 | 53 | 20 | -8 | -8 | 2.16 | 0.85 |
| Education Services | 81 | <div><div>15%</div><div>83%</div></div> | | | | | 0 | 2 | 15 | 46 | 37 | -1 | -8 | 1.83 | 0.77 |
| Training | 609 | <div><div>4%</div><div>22%</div><div>74%</div></div> | | | | | 1 | 3 | 22 | 42 | 33 | -2 | 0 | 1.98 | 0.86 |
| Ammunition Management | 98 | <div><div>10%</div><div>21%</div><div>68%</div></div> | | | | | 0 | 10 | 21 | 33 | 36 | 0 | +2 | 2.06 | 0.99 |
| Information Mission Area (IMA) | 735 | <div><div>7%</div><div>24%</div><div>69%</div></div> | | | | | 2 | 5 | 24 | 41 | 28 | 0 | 0 | 2.12 | 0.93 |
| Intelligence (Excepted Services Only) | 360 | <div><div>6%</div><div>18%</div><div>75%</div></div> | | | | | 1 | 5 | 18 | 43 | 32 | -3 | -4 | 2.00 | 0.90 |
| Military Personnel Management | 221 | <div><div>6%</div><div>20%</div><div>73%</div></div> | | | | | 1 | 5 | 20 | 43 | 30 | -- | -- | 2.04 | 0.90 |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|---|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|---|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 |
| SUPERVISORY AUTHORITY | | | | | | | | | | | | | | | | |
| 14e. I can use pay setting flexibilities. | | | | | | | | | | | | | | | | |
| Total Army | 16663 | <div><div></div><div></div><div></div></div> | | | | | 2 | 14 | 25 | 35 | 24 | -2 | -2 | 2.36 | 1.06 | |
| Total Career Program | 8353 | <div><div></div><div></div><div></div></div> | | | | | 2 | 15 | 25 | 35 | 23 | -3 | -2 | 2.39 | 1.07 | |
| Civilian Personnel Administration | 226 | <div><div></div><div></div><div></div></div> | | | | | 2 | 27 | 23 | 33 | 15 | -14 | -11 | 2.67 | 1.09 | |
| Comptroller | 800 | <div><div></div><div></div><div></div></div> | | | | | 2 | 14 | 24 | 38 | 22 | -5 | -2 | 2.35 | 1.02 | |
| Safety Management | 217 | <div><div></div><div></div><div></div></div> | | | | | 2 | 12 | 29 | 37 | 19 | +6 | +1 | 2.41 | 1.00 | |
| Supply Management | 666 | <div><div></div><div></div><div></div></div> | | | | | 2 | 9 | 26 | 38 | 25 | -2 | +1 | 2.26 | 1.00 | |
| Contracting and Acquisition | 382 | <div><div></div><div></div><div></div></div> | | | | | 2 | 12 | 29 | 35 | 22 | 0 | 0 | 2.37 | 1.01 | |
| Quality and Reliability Assurance | 59 | <div><div></div><div></div><div></div></div> | | | | | 3 | 12 | 22 | 39 | 24 | +4 | +8 | 2.32 | 1.06 | |
| Engineers and Scientists (Non-Construction) | 908 | <div><div></div><div></div><div></div></div> | | | | | 5 | 30 | 26 | 26 | 14 | -2 | -7 | 2.86 | 1.14 | |
| Materiel Maintenance Management | 716 | <div><div></div><div></div><div></div></div> | | | | | 3 | 12 | 27 | 35 | 23 | -3 | -1 | 2.39 | 1.07 | |
| Engineers and Scientists (Construction) | 1126 | <div><div></div><div></div><div></div></div> | | | | | 3 | 21 | 24 | 32 | 20 | +4 | +4 | 2.56 | 1.12 | |
| Security | 188 | <div><div></div><div></div><div></div></div> | | | | | 4 | 8 | 30 | 36 | 22 | -2 | -1 | 2.37 | 1.04 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 45 | <div><div></div><div></div><div></div></div> | | | | | 0 | 4 | 27 | 40 | 29 | +4 | +4 | 2.07 | 0.85 | |
| Public Affairs and Communication Media | 128 | <div><div></div><div></div><div></div></div> | | | | | 1 | 9 | 20 | 35 | 34 | +3 | -2 | 2.07 | 0.99 | |
| Transportation Management | 168 | <div><div></div><div></div><div></div></div> | | | | | 1 | 7 | 20 | 41 | 32 | -11 | +4 | 2.04 | 0.91 | |
| Manpower and Force Management | 310 | <div><div></div><div></div><div></div></div> | | | | | 3 | 15 | 21 | 40 | 22 | 0 | 0 | 2.36 | 1.06 | |
| Housing Management | 91 | <div><div></div><div></div><div></div></div> | | | | | 3 | 4 | 31 | 33 | 29 | +1 | -11 | 2.21 | 1.01 | |
| Equal Employment Opportunity | 81 | <div><div></div><div></div><div></div></div> | | | | | 1 | 21 | 20 | 41 | 17 | +6 | 0 | 2.48 | 1.04 | |
| Education Services | 79 | <div><div></div><div></div><div></div></div> | | | | | 0 | 6 | 20 | 41 | 33 | 0 | +3 | 2.00 | 0.89 | |
| Training | 630 | <div><div></div><div></div><div></div></div> | | | | | 1 | 7 | 22 | 39 | 31 | -2 | -3 | 2.07 | 0.93 | |
| Ammunition Management | 100 | <div><div></div><div></div><div></div></div> | | | | | 0 | 9 | 27 | 28 | 36 | -15 | +1 | 2.09 | 0.99 | |
| Information Mission Area (IMA) | 781 | <div><div></div><div></div><div></div></div> | | | | | 2 | 12 | 24 | 37 | 25 | -1 | -1 | 2.30 | 1.04 | |
| Intelligence (Excepted Services Only) | 385 | <div><div></div><div></div><div></div></div> | | | | | 2 | 12 | 23 | 36 | 28 | -4 | -3 | 2.25 | 1.04 | |
| Military Personnel Management | 224 | <div><div></div><div></div><div></div></div> | | | | | 1 | 8 | 23 | 37 | 31 | -- | -- | 2.10 | 0.96 | |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev |
|------------------------------------|---|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|
| | | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | |
| SUPERVISORY AUTHORITY | | | | | | | | | | | | | | | | |
| 15a. It is easy to hire employees. | | | | | | | | | | | | | | | | |
| | Total Army | 18680 | <div><div></div><div></div><div></div></div> | | | | | 2 | 16 | 18 | 36 | 29 | -6 | -12 | 2.27 | 1.10 |
| | Total Career Program | 9350 | <div><div></div><div></div><div></div></div> | | | | | 2 | 15 | 18 | 37 | 28 | -6 | -12 | 2.26 | 1.09 |
| | Civilian Personnel Administration | 232 | <div><div></div><div></div><div></div></div> | | | | | 6 | 38 | 18 | 30 | 9 | -2 | -8 | 3.01 | 1.12 |
| | Comptroller | 896 | <div><div></div><div></div><div></div></div> | | | | | 2 | 17 | 17 | 40 | 24 | -14 | -19 | 2.33 | 1.09 |
| | Safety Management | 247 | <div><div></div><div></div><div></div></div> | | | | | 2 | 14 | 23 | 36 | 25 | -1 | -17 | 2.34 | 1.07 |
| | Supply Management | 736 | <div><div></div><div></div><div></div></div> | | | | | 2 | 14 | 21 | 33 | 30 | -6 | -8 | 2.27 | 1.11 |
| | Contracting and Acquisition | 417 | <div><div></div><div></div><div></div></div> | | | | | 1 | 11 | 19 | 43 | 27 | -2 | -11 | 2.15 | 0.96 |
| | Quality and Reliability Assurance | 65 | <div><div></div><div></div><div></div></div> | | | | | 0 | 22 | 15 | 43 | 20 | +18 | +11 | 2.38 | 1.03 |
| | Engineers and Scientists (Non-Construction) | 1052 | <div><div></div><div></div><div></div></div> | | | | | 2 | 15 | 15 | 37 | 30 | -4 | -14 | 2.21 | 1.09 |
| | Materiel Maintenance Management | 774 | <div><div></div><div></div><div></div></div> | | | | | 3 | 13 | 19 | 39 | 27 | -7 | -15 | 2.26 | 1.08 |
| | Engineers and Scientists (Construction) | 1309 | <div><div></div><div></div><div></div></div> | | | | | 2 | 16 | 17 | 38 | 27 | 0 | -6 | 2.26 | 1.07 |
| | Security | 205 | <div><div></div><div></div><div></div></div> | | | | | 3 | 14 | 19 | 35 | 29 | -10 | -10 | 2.26 | 1.11 |
| | Quality Assurance Specialists (Ammunition Surveillance) | 50 | <div><div></div><div></div><div></div></div> | | | | | 2 | 8 | 26 | 38 | 26 | -19 | +10 | 2.22 | 0.99 |
| | Public Affairs and Communication Media | 143 | <div><div></div><div></div><div></div></div> | | | | | 1 | 13 | 12 | 38 | 36 | -2 | -12 | 2.07 | 1.06 |
| | Transportation Management | 180 | <div><div></div><div></div><div></div></div> | | | | | 2 | 13 | 13 | 38 | 33 | -12 | -12 | 2.13 | 1.09 |
| | Manpower and Force Management | 348 | <div><div></div><div></div><div></div></div> | | | | | 2 | 18 | 18 | 32 | 30 | -12 | -19 | 2.29 | 1.14 |
| | Housing Management | 106 | <div><div></div><div></div><div></div></div> | | | | | 1 | 13 | 15 | 36 | 35 | -9 | -23 | 2.09 | 1.05 |
| | Equal Employment Opportunity | 84 | <div><div></div><div></div><div></div></div> | | | | | 6 | 26 | 13 | 36 | 19 | +3 | -2 | 2.64 | 1.22 |
| | Education Services | 92 | <div><div></div><div></div><div></div></div> | | | | | 0 | 14 | 15 | 47 | 24 | -2 | -11 | 2.20 | 0.96 |
| | Training | 694 | <div><div></div><div></div><div></div></div> | | | | | 2 | 16 | 18 | 35 | 30 | -5 | -15 | 2.26 | 1.11 |
| | Ammunition Management | 112 | <div><div></div><div></div><div></div></div> | | | | | 0 | 8 | 23 | 36 | 33 | -15 | -21 | 2.06 | 0.94 |
| | Information Mission Area (IMA) | 857 | <div><div></div><div></div><div></div></div> | | | | | 2 | 13 | 18 | 38 | 29 | -3 | -7 | 2.21 | 1.05 |
| | Intelligence (Excepted Services Only) | 449 | <div><div></div><div></div><div></div></div> | | | | | 0 | 13 | 16 | 37 | 33 | -2 | -13 | 2.10 | 1.02 |
| | Military Personnel Management | 252 | <div><div></div><div></div><div></div></div> | | | | | 2 | 17 | 16 | 34 | 31 | -- | -- | 2.24 | 1.12 |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev |
|---|--------|---------------------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | 1 | | | |
| SUPERVISORY AUTHORITY | | | | | | | | | | | | | | | |
| 15b. It is easy to relocate employees. | | | | | | | | | | | | | | | |
| Total Army | 16353 | <div><div>12%28%60%</div></div> | | | | | 1 | 11 | 28 | 35 | 24 | 0 | -2 | 2.30 | 1.00 |
| Total Career Program | 8204 | <div><div>13%28%59%</div></div> | | | | | 1 | 12 | 28 | 36 | 23 | -1 | -3 | 2.32 | 1.00 |
| Civilian Personnel Administration | 224 | <div><div>29%27%44%</div></div> | | | | | 2 | 27 | 27 | 33 | 11 | -2 | -1 | 2.77 | 1.03 |
| Comptroller | 798 | <div><div>16%28%56%</div></div> | | | | | 2 | 14 | 28 | 36 | 19 | -2 | -1 | 2.42 | 1.01 |
| Safety Management | 220 | <div><div>11%32%57%</div></div> | | | | | 2 | 9 | 32 | 35 | 22 | 0 | -2 | 2.34 | 0.98 |
| Supply Management | 660 | <div><div>13%29%58%</div></div> | | | | | 2 | 11 | 29 | 33 | 25 | 0 | 0 | 2.31 | 1.02 |
| Contracting and Acquisition | 378 | <div><div>8%26%65%</div></div> | | | | | 1 | 7 | 26 | 42 | 24 | 0 | -2 | 2.21 | 0.92 |
| Quality and Reliability Assurance | 62 | <div><div>10%31%60%</div></div> | | | | | 0 | 10 | 31 | 42 | 18 | +3 | +4 | 2.32 | 0.88 |
| Engineers and Scientists (Non-Construction) | 851 | <div><div>16%27%57%</div></div> | | | | | 1 | 15 | 27 | 37 | 21 | +1 | -4 | 2.38 | 1.00 |
| Materiel Maintenance Management | 714 | <div><div>13%29%59%</div></div> | | | | | 2 | 11 | 29 | 37 | 22 | +1 | -2 | 2.34 | 0.99 |
| Engineers and Scientists (Construction) | 1131 | <div><div>19%31%51%</div></div> | | | | | 1 | 18 | 31 | 34 | 17 | +3 | +1 | 2.52 | 1.00 |
| Security | 191 | <div><div>12%30%58%</div></div> | | | | | 2 | 10 | 30 | 36 | 23 | +4 | -6 | 2.34 | 1.00 |
| Quality Assurance Specialists (Ammunition Surveillance) | 48 | <div><div>17%25%58%</div></div> | | | | | 2 | 15 | 25 | 46 | 13 | -15 | -1 | 2.48 | 0.96 |
| Public Affairs and Communication Media | 119 | <div><div>526%69%</div></div> | | | | | 2 | 3 | 26 | 37 | 32 | -5 | -15 | 2.06 | 0.93 |
| Transportation Management | 164 | <div><div>8%23%69%</div></div> | | | | | 1 | 7 | 23 | 38 | 31 | -10 | -11 | 2.09 | 0.94 |
| Manpower and Force Management | 306 | <div><div>13%29%58%</div></div> | | | | | 1 | 12 | 29 | 33 | 25 | -5 | -7 | 2.32 | 1.01 |
| Housing Management | 101 | <div><div>10%25%65%</div></div> | | | | | 1 | 9 | 25 | 33 | 33 | -4 | -13 | 2.13 | 1.00 |
| Equal Employment Opportunity | 75 | <div><div>21%28%51%</div></div> | | | | | 3 | 19 | 28 | 35 | 16 | +8 | -4 | 2.57 | 1.05 |
| Education Services | 83 | <div><div>625%69%</div></div> | | | | | 0 | 6 | 25 | 45 | 24 | -20 | -5 | 2.13 | 0.85 |
| Training | 594 | <div><div>9%27%65%</div></div> | | | | | 1 | 8 | 27 | 34 | 30 | -1 | +2 | 2.15 | 0.97 |
| Ammunition Management | 95 | <div><div>13%31%57%</div></div> | | | | | 1 | 12 | 31 | 34 | 23 | -6 | -5 | 2.34 | 0.99 |
| Information Mission Area (IMA) | 763 | <div><div>9%28%63%</div></div> | | | | | 1 | 8 | 28 | 37 | 26 | -2 | -4 | 2.20 | 0.96 |
| Intelligence (Excepted Services Only) | 368 | <div><div>522%72%</div></div> | | | | | 0 | 5 | 22 | 40 | 32 | -3 | -4 | 2.02 | 0.88 |
| Military Personnel Management | 222 | <div><div>12%23%66%</div></div> | | | | | 1 | 11 | 23 | 34 | 32 | -- | -- | 2.15 | 1.02 |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | | |
|---|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|---|--|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 | |
| SUPERVISORY AUTHORITY | | | | | | | | | | | | | | | | | |
| 15c. It is easy to reassign employees. | | | | | | | | | | | | | | | | | |
| Total Army | 17349 | <div><div></div><div></div><div></div></div> | | | | | 2 | 22 | 27 | 29 | 19 | -2 | -3 | 2.59 | 1.10 | | |
| Total Career Program | 8704 | <div><div></div><div></div><div></div></div> | | | | | 2 | 24 | 27 | 29 | 18 | -3 | -4 | 2.64 | 1.09 | | |
| Civilian Personnel Administration | 228 | <div><div></div><div></div><div></div></div> | | | | | 7 | 52 | 18 | 18 | 4 | -3 | +2 | 3.41 | 0.99 | | |
| Comptroller | 837 | <div><div></div><div></div><div></div></div> | | | | | 3 | 27 | 26 | 27 | 16 | -2 | -5 | 2.73 | 1.12 | | |
| Safety Management | 227 | <div><div></div><div></div><div></div></div> | | | | | 3 | 17 | 30 | 32 | 19 | -5 | 0 | 2.55 | 1.07 | | |
| Supply Management | 701 | <div><div></div><div></div><div></div></div> | | | | | 2 | 20 | 28 | 30 | 19 | 0 | -1 | 2.56 | 1.08 | | |
| Contracting and Acquisition | 389 | <div><div></div><div></div><div></div></div> | | | | | 1 | 30 | 28 | 25 | 16 | -1 | +1 | 2.75 | 1.09 | | |
| Quality and Reliability Assurance | 64 | <div><div></div><div></div><div></div></div> | | | | | 2 | 20 | 22 | 44 | 13 | +8 | -8 | 2.55 | 1.00 | | |
| Engineers and Scientists (Non-Construction) | 954 | <div><div></div><div></div><div></div></div> | | | | | 2 | 31 | 26 | 27 | 14 | 0 | -8 | 2.81 | 1.09 | | |
| Materiel Maintenance Management | 742 | <div><div></div><div></div><div></div></div> | | | | | 2 | 23 | 26 | 31 | 18 | -4 | -12 | 2.58 | 1.08 | | |
| Engineers and Scientists (Construction) | 1200 | <div><div></div><div></div><div></div></div> | | | | | 2 | 29 | 28 | 29 | 13 | +2 | +4 | 2.79 | 1.05 | | |
| Security | 195 | <div><div></div><div></div><div></div></div> | | | | | 3 | 13 | 31 | 33 | 20 | -7 | 0 | 2.47 | 1.05 | | |
| Quality Assurance Specialists (Ammunition Surveillance) | 49 | <div><div></div><div></div><div></div></div> | | | | | 6 | 29 | 24 | 31 | 10 | -6 | -1 | 2.90 | 1.11 | | |
| Public Affairs and Communication Media | 132 | <div><div></div><div></div><div></div></div> | | | | | 2 | 8 | 30 | 35 | 26 | -2 | -9 | 2.25 | 0.98 | | |
| Transportation Management | 171 | <div><div></div><div></div><div></div></div> | | | | | 3 | 15 | 25 | 36 | 21 | -14 | -7 | 2.43 | 1.07 | | |
| Manpower and Force Management | 322 | <div><div></div><div></div><div></div></div> | | | | | 2 | 26 | 27 | 28 | 17 | +1 | -9 | 2.68 | 1.10 | | |
| Housing Management | 100 | <div><div></div><div></div><div></div></div> | | | | | 2 | 14 | 27 | 29 | 28 | 0 | -28 | 2.33 | 1.09 | | |
| Equal Employment Opportunity | 81 | <div><div></div><div></div><div></div></div> | | | | | 1 | 35 | 23 | 27 | 14 | +14 | +4 | 2.83 | 1.09 | | |
| Education Services | 85 | <div><div></div><div></div><div></div></div> | | | | | 1 | 18 | 26 | 34 | 21 | -7 | -11 | 2.44 | 1.05 | | |
| Training | 639 | <div><div></div><div></div><div></div></div> | | | | | 2 | 16 | 26 | 33 | 23 | -3 | -5 | 2.40 | 1.06 | | |
| Ammunition Management | 107 | <div><div></div><div></div><div></div></div> | | | | | 1 | 27 | 27 | 23 | 21 | -21 | 0 | 2.63 | 1.12 | | |
| Information Mission Area (IMA) | 805 | <div><div></div><div></div><div></div></div> | | | | | 2 | 20 | 28 | 29 | 20 | -4 | 0 | 2.55 | 1.10 | | |
| Intelligence (Excepted Services Only) | 400 | <div><div></div><div></div><div></div></div> | | | | | 2 | 14 | 28 | 33 | 23 | -7 | -4 | 2.39 | 1.04 | | |
| Military Personnel Management | 236 | <div><div></div><div></div><div></div></div> | | | | | 1 | 19 | 25 | 32 | 23 | -- | -- | 2.42 | 1.06 | | |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|---|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|---|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 |
| SUPERVISORY AUTHORITY | | | | | | | | | | | | | | | | |
| 15d. It is easy to reduce the size of my workforce. | | | | | | | | | | | | | | | | |
| Total Army | 16168 | <div><div></div><div></div><div></div></div> | | | | | 4 | 14 | 33 | 30 | 20 | -6 | -2 | 2.51 | 1.06 | |
| Total Career Program | 8047 | <div><div></div><div></div><div></div></div> | | | | | 4 | 13 | 32 | 31 | 20 | -8 | -2 | 2.49 | 1.07 | |
| Civilian Personnel Administration | 215 | <div><div></div><div></div><div></div></div> | | | | | 3 | 14 | 39 | 29 | 14 | -22 | -7 | 2.64 | 1.00 | |
| Comptroller | 782 | <div><div></div><div></div><div></div></div> | | | | | 3 | 13 | 28 | 37 | 19 | -12 | -3 | 2.45 | 1.03 | |
| Safety Management | 218 | <div><div></div><div></div><div></div></div> | | | | | 6 | 10 | 39 | 28 | 17 | -6 | -9 | 2.59 | 1.06 | |
| Supply Management | 651 | <div><div></div><div></div><div></div></div> | | | | | 5 | 15 | 35 | 27 | 19 | -4 | +1 | 2.59 | 1.10 | |
| Contracting and Acquisition | 346 | <div><div></div><div></div><div></div></div> | | | | | 3 | 11 | 38 | 29 | 19 | -9 | -10 | 2.49 | 1.00 | |
| Quality and Reliability Assurance | 60 | <div><div></div><div></div><div></div></div> | | | | | 5 | 10 | 32 | 32 | 22 | 0 | -6 | 2.45 | 1.09 | |
| Engineers and Scientists (Non-Construction) | 878 | <div><div></div><div></div><div></div></div> | | | | | 2 | 13 | 25 | 36 | 24 | -6 | -6 | 2.34 | 1.04 | |
| Materiel Maintenance Management | 709 | <div><div></div><div></div><div></div></div> | | | | | 4 | 12 | 35 | 30 | 19 | -6 | +1 | 2.52 | 1.06 | |
| Engineers and Scientists (Construction) | 1092 | <div><div></div><div></div><div></div></div> | | | | | 2 | 10 | 28 | 39 | 21 | -10 | -6 | 2.32 | 0.97 | |
| Security | 180 | <div><div></div><div></div><div></div></div> | | | | | 5 | 11 | 40 | 29 | 16 | -18 | -9 | 2.61 | 1.03 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 45 | <div><div></div><div></div><div></div></div> | | | | | 2 | 11 | 44 | 29 | 13 | -18 | +7 | 2.60 | 0.93 | |
| Public Affairs and Communication Media | 123 | <div><div></div><div></div><div></div></div> | | | | | 7 | 7 | 29 | 33 | 24 | -13 | -10 | 2.37 | 1.11 | |
| Transportation Management | 161 | <div><div></div><div></div><div></div></div> | | | | | 6 | 14 | 30 | 27 | 22 | -5 | +10 | 2.56 | 1.16 | |
| Manpower and Force Management | 302 | <div><div></div><div></div><div></div></div> | | | | | 4 | 15 | 32 | 29 | 21 | -8 | +6 | 2.53 | 1.10 | |
| Housing Management | 90 | <div><div></div><div></div><div></div></div> | | | | | 6 | 23 | 26 | 18 | 28 | +1 | -6 | 2.61 | 1.26 | |
| Equal Employment Opportunity | 73 | <div><div></div><div></div><div></div></div> | | | | | 4 | 18 | 30 | 36 | 12 | -8 | -5 | 2.66 | 1.04 | |
| Education Services | 81 | <div><div></div><div></div><div></div></div> | | | | | 1 | 25 | 32 | 27 | 15 | -11 | +1 | 2.70 | 1.04 | |
| Training | 603 | <div><div></div><div></div><div></div></div> | | | | | 4 | 13 | 35 | 27 | 22 | -4 | +3 | 2.49 | 1.08 | |
| Ammunition Management | 99 | <div><div></div><div></div><div></div></div> | | | | | 4 | 16 | 29 | 24 | 26 | -16 | +2 | 2.47 | 1.16 | |
| Information Mission Area (IMA) | 736 | <div><div></div><div></div><div></div></div> | | | | | 6 | 14 | 34 | 27 | 20 | -4 | 0 | 2.59 | 1.12 | |
| Intelligence (Excepted Services Only) | 354 | <div><div></div><div></div><div></div></div> | | | | | 5 | 14 | 34 | 27 | 20 | -5 | 0 | 2.55 | 1.09 | |
| Military Personnel Management | 214 | <div><div></div><div></div><div></div></div> | | | | | 4 | 16 | 34 | 23 | 23 | -- | -- | 2.53 | 1.12 | |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev |
|---|--------|---|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | |
| SUPERVISORY AUTHORITY | | | | | | | | | | | | | | | |
| 15e. It is easy to promote employees. | | | | | | | | | | | | | | | |
| Total Army | 18226 | <div><div>19%</div><div>25%</div><div>57%</div></div> | | | | | 2 | 17 | 25 | 34 | 23 | -3 | -5 | 2.41 | 1.07 |
| Total Career Program | 9131 | <div><div>20%</div><div>26%</div><div>55%</div></div> | | | | | 2 | 18 | 26 | 33 | 21 | -2 | -4 | 2.45 | 1.07 |
| Civilian Personnel Administration | 229 | <div><div>40%</div><div>32%</div><div>28%</div></div> | | | | | 6 | 34 | 32 | 21 | 7 | -16 | -15 | 3.10 | 1.03 |
| Comptroller | 885 | <div><div>27%</div><div>24%</div><div>49%</div></div> | | | | | 2 | 25 | 24 | 32 | 17 | -3 | -6 | 2.63 | 1.10 |
| Safety Management | 236 | <div><div>16%</div><div>28%</div><div>56%</div></div> | | | | | 3 | 12 | 28 | 34 | 22 | +1 | +2 | 2.42 | 1.06 |
| Supply Management | 730 | <div><div>17%</div><div>25%</div><div>59%</div></div> | | | | | 2 | 14 | 25 | 33 | 26 | -6 | -4 | 2.34 | 1.08 |
| Contracting and Acquisition | 415 | <div><div>29%</div><div>29%</div><div>42%</div></div> | | | | | 3 | 26 | 29 | 26 | 16 | +2 | +1 | 2.74 | 1.09 |
| Quality and Reliability Assurance | 64 | <div><div>23%</div><div>23%</div><div>53%</div></div> | | | | | 2 | 22 | 23 | 36 | 17 | +13 | +18 | 2.55 | 1.06 |
| Engineers and Scientists (Non-Construction) | 1022 | <div><div>21%</div><div>28%</div><div>50%</div></div> | | | | | 2 | 20 | 28 | 34 | 17 | -2 | -6 | 2.56 | 1.03 |
| Materiel Maintenance Management | 765 | <div><div>24%</div><div>28%</div><div>48%</div></div> | | | | | 2 | 21 | 28 | 30 | 18 | -3 | -3 | 2.60 | 1.08 |
| Engineers and Scientists (Construction) | 1272 | <div><div>21%</div><div>26%</div><div>53%</div></div> | | | | | 1 | 20 | 26 | 36 | 16 | +4 | +2 | 2.54 | 1.02 |
| Security | 201 | <div><div>16%</div><div>29%</div><div>55%</div></div> | | | | | 2 | 14 | 29 | 30 | 25 | -6 | -8 | 2.38 | 1.06 |
| Quality Assurance Specialists (Ammunition Surveillance) | 49 | <div><div>16%</div><div>31%</div><div>53%</div></div> | | | | | 2 | 14 | 31 | 37 | 16 | +1 | +5 | 2.49 | 0.99 |
| Public Affairs and Communication Media | 141 | <div><div>6</div><div>22%</div><div>72%</div></div> | | | | | 1 | 5 | 22 | 39 | 33 | -6 | -12 | 2.04 | 0.93 |
| Transportation Management | 180 | <div><div>13%</div><div>19%</div><div>68%</div></div> | | | | | 2 | 12 | 19 | 36 | 32 | -6 | +1 | 2.15 | 1.05 |
| Manpower and Force Management | 333 | <div><div>21%</div><div>27%</div><div>53%</div></div> | | | | | 2 | 18 | 27 | 32 | 20 | -5 | -14 | 2.50 | 1.08 |
| Housing Management | 105 | <div><div>16%</div><div>22%</div><div>62%</div></div> | | | | | 2 | 14 | 22 | 30 | 31 | +8 | -14 | 2.25 | 1.10 |
| Equal Employment Opportunity | 82 | <div><div>30%</div><div>23%</div><div>46%</div></div> | | | | | 2 | 28 | 23 | 32 | 15 | -1 | +10 | 2.72 | 1.10 |
| Education Services | 90 | <div><div>10%</div><div>23%</div><div>67%</div></div> | | | | | 0 | 10 | 23 | 40 | 27 | -2 | -4 | 2.17 | 0.93 |
| Training | 671 | <div><div>11%</div><div>23%</div><div>66%</div></div> | | | | | 1 | 10 | 23 | 36 | 31 | -2 | -4 | 2.16 | 1.01 |
| Ammunition Management | 111 | <div><div>21%</div><div>23%</div><div>56%</div></div> | | | | | 2 | 19 | 23 | 34 | 22 | -15 | -4 | 2.45 | 1.08 |
| Information Mission Area (IMA) | 832 | <div><div>13%</div><div>25%</div><div>62%</div></div> | | | | | 1 | 12 | 25 | 36 | 25 | -3 | -7 | 2.28 | 1.01 |
| Intelligence (Excepted Services Only) | 427 | <div><div>12%</div><div>21%</div><div>67%</div></div> | | | | | 1 | 11 | 21 | 34 | 33 | -2 | -11 | 2.14 | 1.02 |
| Military Personnel Management | 244 | <div><div>14%</div><div>25%</div><div>61%</div></div> | | | | | 3 | 11 | 25 | 33 | 28 | -- | -- | 2.28 | 1.07 |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|---|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|--|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | 1 | | | | |
| SUPERVISORY AUTHORITY | | | | | | | | | | | | | | | | |
| 15f. It is easy to reward employees. | | | | | | | | | | | | | | | | |
| Total Army | 18611 | <div><div></div><div></div><div></div></div> | | | | | 7 | 40 | 23 | 18 | 13 | -12 | -- | 3.09 | 1.16 | |
| Total Career Program | 9334 | <div><div></div><div></div><div></div></div> | | | | | 7 | 42 | 23 | 17 | 12 | -13 | -- | 3.15 | 1.14 | |
| Civilian Personnel Administration | 230 | <div><div></div><div></div><div></div></div> | | | | | 9 | 41 | 22 | 20 | 8 | -22 | -- | 3.23 | 1.11 | |
| Comptroller | 899 | <div><div></div><div></div><div></div></div> | | | | | 8 | 46 | 18 | 18 | 10 | -12 | -- | 3.24 | 1.13 | |
| Safety Management | 246 | <div><div></div><div></div><div></div></div> | | | | | 9 | 39 | 25 | 16 | 11 | -5 | -- | 3.17 | 1.15 | |
| Supply Management | 739 | <div><div></div><div></div><div></div></div> | | | | | 9 | 37 | 24 | 18 | 13 | -18 | -- | 3.10 | 1.19 | |
| Contracting and Acquisition | 429 | <div><div></div><div></div><div></div></div> | | | | | 6 | 43 | 26 | 15 | 11 | -12 | -- | 3.17 | 1.10 | |
| Quality and Reliability Assurance | 64 | <div><div></div><div></div><div></div></div> | | | | | 11 | 30 | 23 | 25 | 11 | 0 | -- | 3.05 | 1.19 | |
| Engineers and Scientists (Non-Construction) | 1043 | <div><div></div><div></div><div></div></div> | | | | | 10 | 48 | 19 | 14 | 8 | -11 | -- | 3.37 | 1.10 | |
| Materiel Maintenance Management | 768 | <div><div></div><div></div><div></div></div> | | | | | 8 | 41 | 25 | 14 | 12 | -17 | -- | 3.18 | 1.15 | |
| Engineers and Scientists (Construction) | 1301 | <div><div></div><div></div><div></div></div> | | | | | 5 | 46 | 24 | 17 | 8 | -8 | -- | 3.24 | 1.05 | |
| Security | 210 | <div><div></div><div></div><div></div></div> | | | | | 10 | 36 | 23 | 19 | 12 | -14 | -- | 3.11 | 1.19 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 48 | <div><div></div><div></div><div></div></div> | | | | | 2 | 35 | 35 | 19 | 8 | -21 | -- | 3.04 | 0.98 | |
| Public Affairs and Communication Media | 142 | <div><div></div><div></div><div></div></div> | | | | | 7 | 30 | 30 | 20 | 14 | -14 | -- | 2.96 | 1.16 | |
| Transportation Management | 184 | <div><div></div><div></div><div></div></div> | | | | | 9 | 41 | 16 | 18 | 16 | -9 | -- | 3.08 | 1.26 | |
| Manpower and Force Management | 339 | <div><div></div><div></div><div></div></div> | | | | | 5 | 42 | 23 | 19 | 10 | -18 | -- | 3.13 | 1.10 | |
| Housing Management | 105 | <div><div></div><div></div><div></div></div> | | | | | 8 | 37 | 23 | 19 | 13 | -9 | -- | 3.07 | 1.18 | |
| Equal Employment Opportunity | 85 | <div><div></div><div></div><div></div></div> | | | | | 8 | 53 | 15 | 14 | 9 | -21 | -- | 3.36 | 1.12 | |
| Education Services | 91 | <div><div></div><div></div><div></div></div> | | | | | 5 | 32 | 21 | 24 | 18 | -21 | -- | 2.84 | 1.21 | |
| Training | 694 | <div><div></div><div></div><div></div></div> | | | | | 7 | 37 | 24 | 18 | 14 | -11 | -- | 3.06 | 1.17 | |
| Ammunition Management | 113 | <div><div></div><div></div><div></div></div> | | | | | 3 | 49 | 16 | 15 | 18 | -17 | -- | 3.04 | 1.20 | |
| Information Mission Area (IMA) | 854 | <div><div></div><div></div><div></div></div> | | | | | 5 | 38 | 24 | 19 | 14 | -11 | -- | 3.00 | 1.15 | |
| Intelligence (Excepted Services Only) | 447 | <div><div></div><div></div><div></div></div> | | | | | 4 | 34 | 24 | 21 | 16 | -18 | -- | 2.91 | 1.17 | |
| Military Personnel Management | 253 | <div><div></div><div></div><div></div></div> | | | | | 6 | 40 | 19 | 18 | 17 | -- | -- | 3.00 | 1.22 | |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|---|--------|--|-----|-----|-----|-----|-------------------|----|----|----|---|----------------------------|----------------------------|------|------------|---|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 |
| FAIRNESS | | | | | | | | | | | | | | | | |
| 16a. Personnel who recently retired from the military and then are hired by the Army are often selected over fully qualified civilian candidates who have not served in the military. | | | | | | | | | | | | | | | | |
| Total Army | 17115 | <div><div></div><div></div><div></div></div> | | | | | 22 | 32 | 26 | 15 | 5 | -- | -- | 3.50 | 1.15 | |
| Total Career Program | 8548 | <div><div></div><div></div><div></div></div> | | | | | 22 | 31 | 26 | 16 | 6 | -- | -- | 3.47 | 1.16 | |
| Civilian Personnel Administration | 221 | <div><div></div><div></div><div></div></div> | | | | | 23 | 27 | 27 | 16 | 7 | -- | -- | 3.43 | 1.20 | |
| Comptroller | 793 | <div><div></div><div></div><div></div></div> | | | | | 24 | 34 | 24 | 13 | 5 | -- | -- | 3.61 | 1.12 | |
| Safety Management | 238 | <div><div></div><div></div><div></div></div> | | | | | 29 | 26 | 22 | 16 | 6 | -- | -- | 3.56 | 1.23 | |
| Supply Management | 695 | <div><div></div><div></div><div></div></div> | | | | | 21 | 25 | 29 | 17 | 9 | -- | -- | 3.32 | 1.22 | |
| Contracting and Acquisition | 384 | <div><div></div><div></div><div></div></div> | | | | | 21 | 25 | 35 | 14 | 5 | -- | -- | 3.44 | 1.12 | |
| Quality and Reliability Assurance | 64 | <div><div></div><div></div><div></div></div> | | | | | 19 | 27 | 25 | 20 | 9 | -- | -- | 3.25 | 1.24 | |
| Engineers and Scientists (Non-Construction) | 892 | <div><div></div><div></div><div></div></div> | | | | | 18 | 36 | 29 | 14 | 3 | -- | -- | 3.52 | 1.04 | |
| Materiel Maintenance Management | 753 | <div><div></div><div></div><div></div></div> | | | | | 18 | 32 | 28 | 16 | 6 | -- | -- | 3.39 | 1.12 | |
| Engineers and Scientists (Construction) | 1097 | <div><div></div><div></div><div></div></div> | | | | | 23 | 34 | 27 | 13 | 4 | -- | -- | 3.58 | 1.09 | |
| Security | 192 | <div><div></div><div></div><div></div></div> | | | | | 17 | 29 | 29 | 18 | 7 | -- | -- | 3.30 | 1.16 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 52 | <div><div></div><div></div><div></div></div> | | | | | 35 | 37 | 17 | 6 | 6 | -- | -- | 3.88 | 1.12 | |
| Public Affairs and Communication Media | 140 | <div><div></div><div></div><div></div></div> | | | | | 29 | 35 | 22 | 13 | 1 | -- | -- | 3.76 | 1.05 | |
| Transportation Management | 169 | <div><div></div><div></div><div></div></div> | | | | | 23 | 22 | 30 | 17 | 8 | -- | -- | 3.34 | 1.24 | |
| Manpower and Force Management | 328 | <div><div></div><div></div><div></div></div> | | | | | 23 | 35 | 20 | 17 | 6 | -- | -- | 3.52 | 1.18 | |
| Housing Management | 97 | <div><div></div><div></div><div></div></div> | | | | | 29 | 30 | 24 | 13 | 4 | -- | -- | 3.66 | 1.15 | |
| Equal Employment Opportunity | 81 | <div><div></div><div></div><div></div></div> | | | | | 37 | 38 | 12 | 7 | 5 | -- | -- | 3.95 | 1.11 | |
| Education Services | 77 | <div><div></div><div></div><div></div></div> | | | | | 29 | 38 | 18 | 9 | 6 | -- | -- | 3.73 | 1.16 | |
| Training | 660 | <div><div></div><div></div><div></div></div> | | | | | 18 | 30 | 24 | 20 | 8 | -- | -- | 3.31 | 1.20 | |
| Ammunition Management | 103 | <div><div></div><div></div><div></div></div> | | | | | 24 | 31 | 23 | 13 | 9 | -- | -- | 3.50 | 1.23 | |
| Information Mission Area (IMA) | 813 | <div><div></div><div></div><div></div></div> | | | | | 25 | 30 | 23 | 16 | 7 | -- | -- | 3.50 | 1.21 | |
| Intelligence (Excepted Services Only) | 416 | <div><div></div><div></div><div></div></div> | | | | | 16 | 30 | 24 | 22 | 8 | -- | -- | 3.23 | 1.20 | |
| Military Personnel Management | 239 | <div><div></div><div></div><div></div></div> | | | | | 17 | 28 | 28 | 20 | 8 | -- | -- | 3.27 | 1.18 | |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)

-- No history data available

* Any item marked with an asterisk within this composite is phrased such that Disagree is a FAVORABLE response and is shown under the % Favorable (Agree) category



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev |
|--|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|---|----------------------------|----------------------------|------|------------|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | |
| FAIRNESS | | | | | | | | | | | | | | | |
| 16b. Employees at this installation/activity are treated fairly with regard to grievances. | | | | | | | | | | | | | | | |
| Total Army | 15164 | 63%26%12% | | | | | 14 | 49 | 26 | 7 | 5 | -12 | -3 | 3.59 | 0.98 |
| Total Career Program | 7290 | 62%27%11% | | | | | 14 | 49 | 27 | 6 | 5 | -14 | -4 | 3.61 | 0.96 |
| Civilian Personnel Administration | 201 | 76%17%7% | | | | | 18 | 58 | 17 | 5 | 1 | -13 | -2 | 3.86 | 0.83 |
| Comptroller | 647 | 64%26%10% | | | | | 15 | 49 | 26 | 5 | 4 | -15 | -2 | 3.64 | 0.94 |
| Safety Management | 207 | 55%33%13% | | | | | 13 | 42 | 33 | 6 | 7 | -11 | -9 | 3.48 | 1.02 |
| Supply Management | 608 | 58%27%15% | | | | | 12 | 46 | 27 | 9 | 6 | -16 | -10 | 3.49 | 1.01 |
| Contracting and Acquisition | 322 | 61%30%8% | | | | | 11 | 50 | 30 | 6 | 3 | -14 | -7 | 3.61 | 0.86 |
| Quality and Reliability Assurance | 59 | 63%25%12% | | | | | 15 | 47 | 25 | 7 | 5 | -1 | -6 | 3.61 | 0.99 |
| Engineers and Scientists (Non-Construction) | 755 | 69%22%9% | | | | | 15 | 54 | 22 | 5 | 4 | -14 | -3 | 3.71 | 0.92 |
| Materiel Maintenance Management | 642 | 63%27%10% | | | | | 14 | 49 | 27 | 6 | 3 | -13 | +2 | 3.65 | 0.92 |
| Engineers and Scientists (Construction) | 980 | 70%23%7% | | | | | 16 | 54 | 23 | 5 | 2 | -11 | -4 | 3.77 | 0.86 |
| Security | 176 | 63%24%13% | | | | | 11 | 52 | 24 | 6 | 6 | -8 | +1 | 3.55 | 0.98 |
| Quality Assurance Specialists (Ammunition Surveillance) | 47 | 49%38%13% | | | | | 4 | 45 | 38 | 11 | 2 | -10 | -4 | 3.38 | 0.81 |
| Public Affairs and Communication Media | 116 | 57%29%14% | | | | | 16 | 41 | 29 | 8 | 6 | -14 | -14 | 3.53 | 1.04 |
| Transportation Management | 154 | 58%32%10% | | | | | 16 | 42 | 32 | 5 | 6 | -20 | +1 | 3.57 | 1.00 |
| Manpower and Force Management | 267 | 61%29%10% | | | | | 10 | 51 | 29 | 6 | 4 | -12 | +3 | 3.57 | 0.89 |
| Housing Management | 84 | 57%32%11% | | | | | 14 | 43 | 32 | 4 | 7 | -14 | +4 | 3.54 | 1.02 |
| Equal Employment Opportunity | 76 | 63%25%12% | | | | | 14 | 49 | 25 | 9 | 3 | -3 | +12 | 3.63 | 0.93 |
| Education Services | 68 | 50%26%24% | | | | | 19 | 31 | 26 | 18 | 6 | -20 | -7 | 3.40 | 1.15 |
| Training | 553 | 57%29%14% | | | | | 12 | 45 | 29 | 8 | 6 | -13 | -1 | 3.49 | 1.00 |
| Ammunition Management | 92 | 67%24%9% | | | | | 13 | 54 | 24 | 5 | 3 | -23 | -1 | 3.68 | 0.88 |
| Information Mission Area (IMA) | 687 | 58%29%13% | | | | | 13 | 45 | 29 | 7 | 6 | -13 | -3 | 3.52 | 1.00 |
| Intelligence (Excepted Services Only) | 303 | 56%28%16% | | | | | 11 | 45 | 28 | 8 | 8 | -14 | -8 | 3.43 | 1.05 |
| Military Personnel Management | 207 | 58%29%13% | | | | | 12 | 46 | 29 | 7 | 6 | -- | -- | 3.52 | 0.99 |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)

-- No history data available

* Any item marked with an asterisk within this composite is phrased such that Disagree is a FAVORABLE response and is shown under the % Favorable (Agree) category



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|---|----------------------------|----------------------------|------|------------|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | |
| FAIRNESS | | | | | | | | | | | | | | | |
| 16c. Employees at this installation/activity are treated fairly with regard to appeals. | | | | | | | | | | | | | | | |
| Total Army | 13866 | 59% 31% 10% | | | | | 13 | 46 | 31 | 6 | 4 | -14 | -4 | 3.58 | 0.94 |
| Total Career Program | 6618 | 58% 32% 9% | | | | | 13 | 45 | 32 | 5 | 4 | -16 | -5 | 3.58 | 0.93 |
| Civilian Personnel Administration | 198 | 75% 19% 6 | | | | | 18 | 57 | 19 | 5 | 2 | -12 | -5 | 3.85 | 0.82 |
| Comptroller | 595 | 61% 31% 8% | | | | | 15 | 47 | 31 | 4 | 4 | -17 | -1 | 3.65 | 0.91 |
| Safety Management | 182 | 49% 39% 12% | | | | | 12 | 37 | 39 | 5 | 7 | -14 | -12 | 3.43 | 0.99 |
| Supply Management | 558 | 54% 33% 13% | | | | | 12 | 42 | 33 | 7 | 6 | -19 | -12 | 3.47 | 0.99 |
| Contracting and Acquisition | 295 | 57% 37% 6 | | | | | 10 | 47 | 37 | 5 | 2 | -17 | -8 | 3.58 | 0.80 |
| Quality and Reliability Assurance | 55 | 60% 27% 13% | | | | | 16 | 44 | 27 | 7 | 5 | -3 | +20 | 3.58 | 1.02 |
| Engineers and Scientists (Non-Construction) | 644 | 65% 27% 8% | | | | | 16 | 48 | 27 | 4 | 4 | -13 | -4 | 3.69 | 0.93 |
| Materiel Maintenance Management | 604 | 59% 31% 10% | | | | | 14 | 45 | 31 | 7 | 3 | -17 | -2 | 3.60 | 0.91 |
| Engineers and Scientists (Construction) | 862 | 66% 28% 6 | | | | | 16 | 50 | 28 | 3 | 2 | -12 | -4 | 3.75 | 0.84 |
| Security | 164 | 63% 27% 10% | | | | | 12 | 52 | 27 | 4 | 5 | -12 | +6 | 3.60 | 0.94 |
| Quality Assurance Specialists (Ammunition Surveillance) | 44 | 48% 41% 11% | | | | | 2 | 45 | 41 | 9 | 2 | -2 | -6 | 3.36 | 0.77 |
| Public Affairs and Communication Media | 107 | 53% 36% 10% | | | | | 14 | 39 | 36 | 6 | 5 | -6 | -6 | 3.52 | 0.96 |
| Transportation Management | 141 | 55% 35% 10% | | | | | 15 | 40 | 35 | 5 | 5 | -23 | +7 | 3.55 | 0.97 |
| Manpower and Force Management | 243 | 52% 40% 8% | | | | | 10 | 42 | 40 | 5 | 4 | -21 | -6 | 3.50 | 0.87 |
| Housing Management | 83 | 51% 39% 11% | | | | | 12 | 39 | 39 | 5 | 6 | -24 | -1 | 3.46 | 0.97 |
| Equal Employment Opportunity | 76 | 68% 22% 9% | | | | | 14 | 54 | 22 | 7 | 3 | +2 | +10 | 3.71 | 0.89 |
| Education Services | 61 | 41% 34% 25% | | | | | 18 | 23 | 34 | 16 | 8 | -25 | -18 | 3.26 | 1.17 |
| Training | 501 | 51% 38% 10% | | | | | 11 | 41 | 38 | 6 | 5 | -18 | -4 | 3.47 | 0.93 |
| Ammunition Management | 81 | 60% 28% 11% | | | | | 15 | 46 | 28 | 7 | 4 | -30 | -12 | 3.60 | 0.95 |
| Information Mission Area (IMA) | 639 | 55% 34% 12% | | | | | 12 | 43 | 34 | 6 | 6 | -14 | -3 | 3.49 | 0.97 |
| Intelligence (Excepted Services Only) | 258 | 51% 38% 12% | | | | | 9 | 41 | 38 | 5 | 6 | -18 | -11 | 3.42 | 0.95 |
| Military Personnel Management | 191 | 54% 36% 10% | | | | | 13 | 41 | 36 | 5 | 5 | -- | -- | 3.53 | 0.95 |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)

-- No history data available

* Any item marked with an asterisk within this composite is phrased such that Disagree is a FAVORABLE response and is shown under the % Favorable (Agree) category



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|---|----------------------------|----------------------------|------|------------|---|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 |
| FAIRNESS | | | | | | | | | | | | | | | | |
| 16d. Prohibited Personnel Practices (e.g., illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans preference requirements) are not tolerated. | | | | | | | | | | | | | | | | |
| Total Army | 17388 | 74%17%9% | | | | | 29 | 45 | 17 | 5 | 4 | -10 | -8 | 3.90 | 1.01 | |
| Total Career Program | 8686 | 75%16%9% | | | | | 30 | 45 | 16 | 5 | 4 | -10 | -8 | 3.93 | 1.00 | |
| Civilian Personnel Administration | 221 | 81%13%6 | | | | | 40 | 41 | 13 | 4 | 2 | -12 | -8 | 4.13 | 0.93 | |
| Comptroller | 815 | 75%16%8% | | | | | 30 | 45 | 16 | 5 | 4 | -10 | -10 | 3.93 | 1.00 | |
| Safety Management | 229 | 66%21%13% | | | | | 28 | 38 | 21 | 8 | 5 | -13 | -17 | 3.76 | 1.09 | |
| Supply Management | 685 | 69%19%12% | | | | | 27 | 42 | 19 | 8 | 5 | -15 | -12 | 3.79 | 1.07 | |
| Contracting and Acquisition | 394 | 77%16%7% | | | | | 29 | 47 | 16 | 5 | 3 | -10 | -6 | 3.97 | 0.93 | |
| Quality and Reliability Assurance | 66 | 65%21%14% | | | | | 29 | 36 | 21 | 9 | 5 | -5 | +3 | 3.76 | 1.10 | |
| Engineers and Scientists (Non-Construction) | 960 | 82%12%6 | | | | | 34 | 48 | 12 | 4 | 2 | -8 | -5 | 4.08 | 0.88 | |
| Materiel Maintenance Management | 736 | 72%18%10% | | | | | 30 | 42 | 18 | 6 | 4 | -14 | -11 | 3.88 | 1.03 | |
| Engineers and Scientists (Construction) | 1213 | 84%10%6 | | | | | 37 | 47 | 10 | 3 | 2 | -5 | -2 | 4.13 | 0.89 | |
| Security | 199 | 76%12%13% | | | | | 27 | 49 | 12 | 6 | 7 | -8 | 0 | 3.83 | 1.10 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 48 | 69%25%6 | | | | | 17 | 52 | 25 | 4 | 2 | -4 | -10 | 3.77 | 0.85 | |
| Public Affairs and Communication Media | 132 | 77%13%10% | | | | | 24 | 53 | 13 | 6 | 4 | -5 | -10 | 3.88 | 0.97 | |
| Transportation Management | 173 | 71%16%13% | | | | | 26 | 45 | 16 | 6 | 7 | -14 | -15 | 3.76 | 1.12 | |
| Manpower and Force Management | 320 | 78%15%8% | | | | | 28 | 50 | 15 | 3 | 5 | -8 | +6 | 3.93 | 0.98 | |
| Housing Management | 93 | 62%26%12% | | | | | 25 | 38 | 26 | 6 | 5 | -20 | +6 | 3.70 | 1.08 | |
| Equal Employment Opportunity | 83 | 63%23%14% | | | | | 31 | 31 | 23 | 11 | 4 | -18 | -10 | 3.76 | 1.11 | |
| Education Services | 84 | 68%20%12% | | | | | 24 | 44 | 20 | 6 | 6 | -13 | -7 | 3.74 | 1.07 | |
| Training | 654 | 70%19%11% | | | | | 28 | 42 | 19 | 6 | 5 | -12 | -9 | 3.82 | 1.06 | |
| Ammunition Management | 104 | 77%15%8% | | | | | 35 | 42 | 15 | 4 | 4 | -14 | -7 | 4.00 | 1.00 | |
| Information Mission Area (IMA) | 794 | 70%19%10% | | | | | 27 | 44 | 19 | 5 | 5 | -9 | -10 | 3.81 | 1.05 | |
| Intelligence (Excepted Services Only) | 402 | 75%16%9% | | | | | 27 | 48 | 16 | 4 | 4 | -6 | -7 | 3.90 | 1.00 | |
| Military Personnel Management | 233 | 68%22%10% | | | | | 32 | 36 | 22 | 5 | 5 | -- | -- | 3.86 | 1.07 | |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)

-- No history data available

* Any item marked with an asterisk within this composite is phrased such that Disagree is a FAVORABLE response and is shown under the % Favorable (Agree) category



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev |
|--|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | 1 | | | |
| FAIRNESS | | | | | | | | | | | | | | | |
| 16e. If I complained of discrimination, it would be held against me. * | | | | | | | | | | | | | | | |
| Total Army | 16708 | <div><div></div><div></div><div></div></div> | | | | | 15 | 30 | 30 | 16 | 9 | -8 | +1 | 3.28 | 1.16 |
| Total Career Program | 8209 | <div><div></div><div></div><div></div></div> | | | | | 15 | 31 | 30 | 16 | 8 | -7 | +2 | 3.28 | 1.15 |
| Civilian Personnel Administration | 206 | <div><div></div><div></div><div></div></div> | | | | | 17 | 33 | 25 | 15 | 9 | -1 | +2 | 3.34 | 1.19 |
| Comptroller | 771 | <div><div></div><div></div><div></div></div> | | | | | 13 | 33 | 30 | 16 | 8 | -6 | +5 | 3.29 | 1.12 |
| Safety Management | 225 | <div><div></div><div></div><div></div></div> | | | | | 18 | 26 | 29 | 19 | 8 | -3 | -7 | 3.28 | 1.18 |
| Supply Management | 652 | <div><div></div><div></div><div></div></div> | | | | | 13 | 29 | 29 | 18 | 11 | -14 | +1 | 3.17 | 1.18 |
| Contracting and Acquisition | 374 | <div><div></div><div></div><div></div></div> | | | | | 14 | 28 | 31 | 18 | 7 | -9 | +2 | 3.24 | 1.14 |
| Quality and Reliability Assurance | 64 | <div><div></div><div></div><div></div></div> | | | | | 17 | 20 | 33 | 20 | 9 | -1 | +4 | 3.16 | 1.20 |
| Engineers and Scientists (Non-Construction) | 883 | <div><div></div><div></div><div></div></div> | | | | | 15 | 35 | 29 | 13 | 7 | -7 | +7 | 3.39 | 1.11 |
| Materiel Maintenance Management | 701 | <div><div></div><div></div><div></div></div> | | | | | 16 | 28 | 33 | 15 | 7 | -7 | +1 | 3.31 | 1.13 |
| Engineers and Scientists (Construction) | 1118 | <div><div></div><div></div><div></div></div> | | | | | 16 | 37 | 28 | 14 | 6 | -3 | +4 | 3.44 | 1.09 |
| Security | 190 | <div><div></div><div></div><div></div></div> | | | | | 20 | 29 | 31 | 13 | 7 | +4 | +3 | 3.43 | 1.14 |
| Quality Assurance Specialists (Ammunition Surveillance) | 45 | <div><div></div><div></div><div></div></div> | | | | | 2 | 38 | 36 | 18 | 7 | +7 | +11 | 3.11 | 0.95 |
| Public Affairs and Communication Media | 132 | <div><div></div><div></div><div></div></div> | | | | | 14 | 30 | 24 | 20 | 11 | -5 | -9 | 3.17 | 1.22 |
| Transportation Management | 160 | <div><div></div><div></div><div></div></div> | | | | | 16 | 31 | 26 | 18 | 9 | -9 | +12 | 3.28 | 1.20 |
| Manpower and Force Management | 303 | <div><div></div><div></div><div></div></div> | | | | | 12 | 30 | 34 | 16 | 8 | -10 | +6 | 3.23 | 1.09 |
| Housing Management | 99 | <div><div></div><div></div><div></div></div> | | | | | 14 | 23 | 37 | 13 | 12 | -14 | +13 | 3.14 | 1.18 |
| Equal Employment Opportunity | 80 | <div><div></div><div></div><div></div></div> | | | | | 16 | 29 | 23 | 19 | 14 | -2 | +10 | 3.15 | 1.29 |
| Education Services | 75 | <div><div></div><div></div><div></div></div> | | | | | 12 | 31 | 27 | 21 | 9 | -9 | +14 | 3.15 | 1.16 |
| Training | 630 | <div><div></div><div></div><div></div></div> | | | | | 17 | 26 | 31 | 15 | 10 | -8 | +5 | 3.25 | 1.20 |
| Ammunition Management | 102 | <div><div></div><div></div><div></div></div> | | | | | 22 | 24 | 30 | 16 | 9 | -22 | -2 | 3.33 | 1.22 |
| Information Mission Area (IMA) | 763 | <div><div></div><div></div><div></div></div> | | | | | 12 | 28 | 31 | 18 | 11 | -10 | -4 | 3.11 | 1.17 |
| Intelligence (Excepted Services Only) | 366 | <div><div></div><div></div><div></div></div> | | | | | 12 | 32 | 28 | 20 | 7 | -9 | +4 | 3.22 | 1.12 |
| Military Personnel Management | 227 | <div><div></div><div></div><div></div></div> | | | | | 16 | 29 | 33 | 11 | 11 | -- | -- | 3.30 | 1.18 |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)

-- No history data available

* Any item marked with an asterisk within this composite is phrased such that Disagree is a FAVORABLE response and is shown under the % Favorable (Agree) category



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Yes | No |
|--|--------|-----|-----|
| DISCRIMINATION | | | |
| 17. During the last 12 months, have you been discriminated against (e.g., on the basis of your gender, race, national origin, religion, age, cultural background, disability, sexual orientation) while working in the Army? | | | |
| Total Army | 19374 | 10% | 90% |
| Total Career Program | 9673 | 10% | 90% |
| Civilian Personnel Administration | 231 | 10% | 90% |
| Comptroller | 914 | 8% | 92% |
| Safety Management | 257 | 11% | 89% |
| Supply Management | 774 | 14% | 86% |
| Contracting and Acquisition | 438 | 10% | 90% |
| Quality and Reliability Assurance | 72 | 10% | 90% |
| Engineers and Scientists (Non-Construction) | 1069 | 7% | 93% |
| Materiel Maintenance Management | 795 | 10% | 90% |
| Engineers and Scientists (Construction) | 1345 | 6% | 94% |
| Security | 216 | 11% | 89% |
| Quality Assurance Specialists (Ammunition Surveillance) | 53 | 8% | 92% |
| Public Affairs and Communication Media | 150 | 13% | 87% |
| Transportation Management | 189 | 10% | 90% |
| Manpower and Force Management | 353 | 10% | 90% |
| Housing Management | 108 | 15% | 85% |
| Equal Employment Opportunity | 86 | 20% | 80% |
| Education Services | 96 | 17% | 83% |
| Training | 734 | 10% | 90% |
| Ammunition Management | 115 | 10% | 90% |
| Information Mission Area (IMA) | 891 | 12% | 88% |
| Intelligence (Excepted Services Only) | 472 | 8% | 92% |
| Military Personnel Management | 262 | 10% | 90% |



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Yes | No |
|--|--------|-----|-----|
| DISCRIMINATION | | | |
| 17a. If you were discriminated against, did you report the incident? | | | |
| Total Army | 1985 | 30% | 70% |
| Total Career Program | 962 | 28% | 72% |
| Civilian Personnel Administration | 22 | 23% | 77% |
| Comptroller | 78 | 27% | 73% |
| Safety Management | 29 | 48% | 52% |
| Supply Management | 114 | 39% | 61% |
| Contracting and Acquisition | 44 | 20% | 80% |
| Quality and Reliability Assurance | 7 | -- | -- |
| Engineers and Scientists (Non-Construction) | 76 | 17% | 83% |
| Materiel Maintenance Management | 80 | 26% | 74% |
| Engineers and Scientists (Construction) | 91 | 24% | 76% |
| Security | 26 | 38% | 62% |
| Quality Assurance Specialists (Ammunition Surveillance) | 4 | -- | -- |
| Public Affairs and Communication Media | 20 | 30% | 70% |
| Transportation Management | 20 | 30% | 70% |
| Manpower and Force Management | 35 | 37% | 63% |
| Housing Management | 16 | 25% | 75% |
| Equal Employment Opportunity | 18 | 22% | 78% |
| Education Services | 16 | 31% | 69% |
| Training | 79 | 18% | 82% |
| Ammunition Management | 13 | 15% | 85% |
| Information Mission Area (IMA) | 109 | 28% | 72% |
| Intelligence (Excepted Services Only) | 36 | 22% | 78% |
| Military Personnel Management | 27 | 48% | 52% |



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Yes | No | Too soon to know |
|---|--------|-----|-----|------------------|
| DISCRIMINATION | | | | |
| 17b. If you reported the incident, did you experience any adverse consequences? | | | | |
| Total Army | 590 | 58% | 19% | 24% |
| Total Career Program | 266 | 58% | 16% | 26% |
| Civilian Personnel Administration | 5 | -- | -- | -- |
| Comptroller | 21 | 67% | 19% | 14% |
| Safety Management | 14 | 79% | 14% | 7% |
| Supply Management | 45 | 58% | 22% | 20% |
| Contracting and Acquisition | 9 | -- | -- | -- |
| Quality and Reliability Assurance | 2 | -- | -- | -- |
| Engineers and Scientists (Non-Construction) | 13 | 46% | 23% | 31% |
| Materiel Maintenance Management | 21 | 62% | 5% | 33% |
| Engineers and Scientists (Construction) | 22 | 50% | 18% | 32% |
| Security | 9 | -- | -- | -- |
| Quality Assurance Specialists (Ammunition Surveillance) | 2 | -- | -- | -- |
| Public Affairs and Communication Media | 6 | -- | -- | -- |
| Transportation Management | 6 | -- | -- | -- |
| Manpower and Force Management | 13 | 46% | 15% | 38% |
| Housing Management | 4 | -- | -- | -- |
| Equal Employment Opportunity | 4 | -- | -- | -- |
| Education Services | 5 | -- | -- | -- |
| Training | 12 | 75% | 8% | 17% |
| Ammunition Management | 2 | -- | -- | -- |
| Information Mission Area (IMA) | 30 | 57% | 20% | 23% |
| Intelligence (Excepted Services Only) | 8 | -- | -- | -- |
| Military Personnel Management | 13 | 85% | 8% | 8% |



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Yes | No |
|---|--------|-----|-----|
| HARASSMENT | | | |
| 18. During the last 12 months, have you been harassed (e.g., on the basis of your gender, race, national origin, religion, age, cultural background, disability, sexual orientation) while working in the Army? | | | |
| Total Army | 19254 | 6% | 94% |
| Total Career Program | 9610 | 6% | 94% |
| Civilian Personnel Administration | 228 | 5% | 95% |
| Comptroller | 910 | 5% | 95% |
| Safety Management | 254 | 9% | 91% |
| Supply Management | 768 | 8% | 92% |
| Contracting and Acquisition | 435 | 6% | 94% |
| Quality and Reliability Assurance | 73 | 4% | 96% |
| Engineers and Scientists (Non-Construction) | 1061 | 4% | 96% |
| Materiel Maintenance Management | 791 | 5% | 95% |
| Engineers and Scientists (Construction) | 1335 | 4% | 96% |
| Security | 215 | 5% | 95% |
| Quality Assurance Specialists (Ammunition Surveillance) | 52 | 8% | 92% |
| Public Affairs and Communication Media | 149 | 7% | 93% |
| Transportation Management | 189 | 8% | 92% |
| Manpower and Force Management | 353 | 8% | 92% |
| Housing Management | 108 | 8% | 92% |
| Equal Employment Opportunity | 86 | 14% | 86% |
| Education Services | 95 | 11% | 89% |
| Training | 728 | 7% | 93% |
| Ammunition Management | 115 | 4% | 96% |
| Information Mission Area (IMA) | 881 | 7% | 93% |
| Intelligence (Excepted Services Only) | 472 | 3% | 97% |
| Military Personnel Management | 261 | 6% | 94% |



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Yes | No |
|---|--------|-----|-----|
| HARASSMENT | | | |
| 18a. If you were harassed, did you report the incident? | | | |
| Total Army | 1302 | 37% | 63% |
| Total Career Program | 588 | 37% | 63% |
| Civilian Personnel Administration | 14 | 50% | 50% |
| Comptroller | 49 | 41% | 59% |
| Safety Management | 24 | 58% | 42% |
| Supply Management | 65 | 45% | 55% |
| Contracting and Acquisition | 27 | 56% | 44% |
| Quality and Reliability Assurance | 3 | -- | -- |
| Engineers and Scientists (Non-Construction) | 45 | 24% | 76% |
| Materiel Maintenance Management | 44 | 32% | 68% |
| Engineers and Scientists (Construction) | 53 | 34% | 66% |
| Security | 10 | 40% | 60% |
| Quality Assurance Specialists (Ammunition Surveillance) | 5 | -- | -- |
| Public Affairs and Communication Media | 12 | 42% | 58% |
| Transportation Management | 16 | 44% | 56% |
| Manpower and Force Management | 27 | 37% | 63% |
| Housing Management | 10 | 40% | 60% |
| Equal Employment Opportunity | 13 | 23% | 77% |
| Education Services | 12 | 42% | 58% |
| Training | 52 | 29% | 71% |
| Ammunition Management | 5 | -- | -- |
| Information Mission Area (IMA) | 67 | 37% | 63% |
| Intelligence (Excepted Services Only) | 14 | 14% | 86% |
| Military Personnel Management | 18 | 44% | 56% |



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Yes | No | Too soon to know |
|---|--------|-----|-----|------------------|
| HARASSMENT | | | | |
| 18b. If you reported the incident, did you experience any adverse consequences? | | | | |
| Total Army | 484 | 60% | 21% | 19% |
| Total Career Program | 218 | 60% | 17% | 23% |
| Civilian Personnel Administration | 7 | -- | -- | -- |
| Comptroller | 21 | 57% | 24% | 19% |
| Safety Management | 14 | 79% | 7% | 14% |
| Supply Management | 29 | 69% | 7% | 24% |
| Contracting and Acquisition | 13 | 62% | 8% | 31% |
| Quality and Reliability Assurance | 1 | -- | -- | -- |
| Engineers and Scientists (Non-Construction) | 11 | 36% | 27% | 36% |
| Materiel Maintenance Management | 13 | 54% | 8% | 38% |
| Engineers and Scientists (Construction) | 18 | 56% | 11% | 33% |
| Security | 4 | -- | -- | -- |
| Quality Assurance Specialists (Ammunition Surveillance) | 1 | -- | -- | -- |
| Public Affairs and Communication Media | 5 | -- | -- | -- |
| Transportation Management | 7 | -- | -- | -- |
| Manpower and Force Management | 10 | 50% | 10% | 40% |
| Housing Management | 4 | -- | -- | -- |
| Equal Employment Opportunity | 3 | -- | -- | -- |
| Education Services | 5 | -- | -- | -- |
| Training | 14 | 43% | 29% | 29% |
| Ammunition Management | 1 | -- | -- | -- |
| Information Mission Area (IMA) | 26 | 65% | 23% | 12% |
| Intelligence (Excepted Services Only) | 2 | -- | -- | -- |
| Military Personnel Management | 8 | -- | -- | -- |



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|---|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 |
| CAREER PLANS | | | | | | | | | | | | | | | | |
| 19. Suppose that you have to decide whether or not to continue to work for your organization. If you had to make this decision now, how likely or unlikely is it that you would choose to stay? | | | | | | | | | | | | | | | | |
| Total Army | 19335 | 70%11%19% | | | | | 43 | 27 | 11 | 11 | 8 | +2 | -2 | 3.86 | 1.29 | |
| Total Career Program | 9651 | 70%11%19% | | | | | 42 | 28 | 11 | 11 | 8 | +2 | -3 | 3.85 | 1.30 | |
| Civilian Personnel Administration | 230 | 68%10%22% | | | | | 45 | 23 | 10 | 13 | 8 | 0 | -4 | 3.83 | 1.34 | |
| Comptroller | 913 | 70%9%20% | | | | | 44 | 27 | 9 | 12 | 8 | -1 | -8 | 3.86 | 1.32 | |
| Safety Management | 256 | 72%9%18% | | | | | 43 | 29 | 9 | 10 | 8 | +16 | -5 | 3.89 | 1.29 | |
| Supply Management | 772 | 67%11%22% | | | | | 40 | 27 | 11 | 11 | 11 | 0 | -5 | 3.74 | 1.37 | |
| Contracting and Acquisition | 440 | 66%11%23% | | | | | 36 | 30 | 11 | 14 | 9 | -2 | 0 | 3.70 | 1.32 | |
| Quality and Reliability Assurance | 73 | 73%10%18% | | | | | 56 | 16 | 10 | 12 | 5 | +6 | +18 | 4.05 | 1.28 | |
| Engineers and Scientists (Non-Construction) | 1066 | 73%12%15% | | | | | 43 | 30 | 12 | 9 | 5 | +1 | -2 | 3.96 | 1.19 | |
| Materiel Maintenance Management | 798 | 69%11%20% | | | | | 43 | 25 | 11 | 11 | 9 | 0 | -3 | 3.83 | 1.33 | |
| Engineers and Scientists (Construction) | 1343 | 78%10%13% | | | | | 49 | 29 | 10 | 8 | 5 | +9 | +3 | 4.09 | 1.15 | |
| Security | 216 | 68%13%20% | | | | | 37 | 31 | 13 | 11 | 9 | -2 | +5 | 3.76 | 1.29 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 51 | 67%12%22% | | | | | 31 | 35 | 12 | 14 | 8 | +17 | -7 | 3.69 | 1.26 | |
| Public Affairs and Communication Media | 148 | 56%12%32% | | | | | 31 | 25 | 12 | 20 | 12 | +1 | -12 | 3.43 | 1.41 | |
| Transportation Management | 190 | 63%14%23% | | | | | 39 | 24 | 14 | 13 | 10 | -4 | -9 | 3.69 | 1.36 | |
| Manpower and Force Management | 352 | 70%12%18% | | | | | 41 | 29 | 12 | 8 | 9 | +8 | 0 | 3.84 | 1.30 | |
| Housing Management | 108 | 72%11%17% | | | | | 46 | 26 | 11 | 11 | 6 | +4 | +10 | 3.96 | 1.23 | |
| Equal Employment Opportunity | 86 | 72%13%15% | | | | | 47 | 26 | 13 | 2 | 13 | -7 | -9 | 3.91 | 1.35 | |
| Education Services | 96 | 69%18%14% | | | | | 42 | 27 | 18 | 11 | 2 | -2 | -5 | 3.95 | 1.11 | |
| Training | 731 | 68%11%21% | | | | | 42 | 26 | 11 | 11 | 10 | +1 | -8 | 3.79 | 1.35 | |
| Ammunition Management | 115 | 74%14%12% | | | | | 51 | 23 | 14 | 7 | 5 | +2 | -6 | 4.08 | 1.18 | |
| Information Mission Area (IMA) | 887 | 64%14%21% | | | | | 36 | 29 | 14 | 11 | 10 | +7 | -5 | 3.69 | 1.32 | |
| Intelligence (Excepted Services Only) | 468 | 67%9%24% | | | | | 37 | 30 | 9 | 15 | 9 | +3 | 0 | 3.71 | 1.34 | |
| Military Personnel Management | 260 | 67%11%22% | | | | | 45 | 22 | 11 | 11 | 11 | -- | -- | 3.80 | 1.39 | |

■ = % Favorable (Likely) ■ = % Neither likely/unlikely ■ = % Unfavorable (Unlikely)

-- No history data available

* Any item marked with an asterisk within this composite is phrased such that Unlikely is a FAVORABLE response and is shown under the % Favorable (Likely) category



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|--|--------|---|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|---|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 |
| CAREER PLANS | | | | | | | | | | | | | | | | |
| 20a. Do you see yourself working at your current organization one year from now? | | | | | | | | | | | | | | | | |
| Total Army | 18175 | <div><div></div><div></div><div></div><div></div><div></div></div> 79% <div><div></div><div></div><div></div><div></div><div></div></div> 614% | | | | | 53 | 26 | 6 | 7 | 7 | -- | -- | 4.11 | 1.24 | |
| Total Career Program | 9158 | <div><div></div><div></div><div></div><div></div><div></div></div> 79% <div><div></div><div></div><div></div><div></div><div></div></div> 615% | | | | | 53 | 26 | 6 | 7 | 8 | -- | -- | 4.10 | 1.25 | |
| Civilian Personnel Administration | 221 | <div><div></div><div></div><div></div><div></div><div></div></div> 76% <div><div></div><div></div><div></div><div></div><div></div></div> 518% | | | | | 54 | 23 | 5 | 8 | 10 | -- | -- | 4.02 | 1.35 | |
| Comptroller | 880 | <div><div></div><div></div><div></div><div></div><div></div></div> 78% <div><div></div><div></div><div></div><div></div><div></div></div> 616% | | | | | 52 | 26 | 6 | 8 | 8 | -- | -- | 4.05 | 1.28 | |
| Safety Management | 238 | <div><div></div><div></div><div></div><div></div><div></div></div> 83% <div><div></div><div></div><div></div><div></div><div></div></div> 512% | | | | | 54 | 29 | 5 | 6 | 6 | -- | -- | 4.19 | 1.15 | |
| Supply Management | 723 | <div><div></div><div></div><div></div><div></div><div></div></div> 73% <div><div></div><div></div><div></div><div></div><div></div></div> 918% | | | | | 47 | 26 | 9 | 8 | 10 | -- | -- | 3.91 | 1.34 | |
| Contracting and Acquisition | 419 | <div><div></div><div></div><div></div><div></div><div></div></div> 72% <div><div></div><div></div><div></div><div></div><div></div></div> 821% | | | | | 47 | 24 | 8 | 11 | 10 | -- | -- | 3.89 | 1.36 | |
| Quality and Reliability Assurance | 67 | <div><div></div><div></div><div></div><div></div><div></div></div> 81% <div><div></div><div></div><div></div><div></div><div></div></div> 910% | | | | | 57 | 24 | 9 | 6 | 4 | -- | -- | 4.22 | 1.12 | |
| Engineers and Scientists (Non-Construction) | 1015 | <div><div></div><div></div><div></div><div></div><div></div></div> 87% <div><div></div><div></div><div></div><div></div><div></div></div> 59% | | | | | 59 | 27 | 5 | 5 | 4 | -- | -- | 4.32 | 1.05 | |
| Materiel Maintenance Management | 731 | <div><div></div><div></div><div></div><div></div><div></div></div> 74% <div><div></div><div></div><div></div><div></div><div></div></div> 620% | | | | | 50 | 24 | 6 | 10 | 10 | -- | -- | 3.94 | 1.35 | |
| Engineers and Scientists (Construction) | 1298 | <div><div></div><div></div><div></div><div></div><div></div></div> 86% <div><div></div><div></div><div></div><div></div><div></div></div> 510% | | | | | 62 | 24 | 5 | 4 | 5 | -- | -- | 4.32 | 1.11 | |
| Security | 206 | <div><div></div><div></div><div></div><div></div><div></div></div> 80% <div><div></div><div></div><div></div><div></div><div></div></div> 713% | | | | | 53 | 27 | 7 | 6 | 7 | -- | -- | 4.14 | 1.20 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 48 | <div><div></div><div></div><div></div><div></div><div></div></div> 69% <div><div></div><div></div><div></div><div></div><div></div></div> 427% | | | | | 46 | 23 | 4 | 13 | 15 | -- | -- | 3.73 | 1.50 | |
| Public Affairs and Communication Media | 141 | <div><div></div><div></div><div></div><div></div><div></div></div> 75% <div><div></div><div></div><div></div><div></div><div></div></div> 916% | | | | | 50 | 26 | 9 | 7 | 9 | -- | -- | 3.99 | 1.30 | |
| Transportation Management | 177 | <div><div></div><div></div><div></div><div></div><div></div></div> 75% <div><div></div><div></div><div></div><div></div><div></div></div> 421% | | | | | 45 | 31 | 4 | 13 | 8 | -- | -- | 3.91 | 1.31 | |
| Manpower and Force Management | 330 | <div><div></div><div></div><div></div><div></div><div></div></div> 82% <div><div></div><div></div><div></div><div></div><div></div></div> 611% | | | | | 53 | 30 | 6 | 5 | 7 | -- | -- | 4.17 | 1.16 | |
| Housing Management | 99 | <div><div></div><div></div><div></div><div></div><div></div></div> 77% <div><div></div><div></div><div></div><div></div><div></div></div> 716% | | | | | 57 | 20 | 7 | 7 | 9 | -- | -- | 4.08 | 1.32 | |
| Equal Employment Opportunity | 84 | <div><div></div><div></div><div></div><div></div><div></div></div> 77% <div><div></div><div></div><div></div><div></div><div></div></div> 617% | | | | | 57 | 20 | 6 | 6 | 11 | -- | -- | 4.07 | 1.35 | |
| Education Services | 90 | <div><div></div><div></div><div></div><div></div><div></div></div> 71% <div><div></div><div></div><div></div><div></div><div></div></div> 1118% | | | | | 49 | 22 | 11 | 9 | 9 | -- | -- | 3.93 | 1.32 | |
| Training | 696 | <div><div></div><div></div><div></div><div></div><div></div></div> 80% <div><div></div><div></div><div></div><div></div><div></div></div> 515% | | | | | 54 | 26 | 5 | 7 | 8 | -- | -- | 4.12 | 1.25 | |
| Ammunition Management | 101 | <div><div></div><div></div><div></div><div></div><div></div></div> 83% <div><div></div><div></div><div></div><div></div><div></div></div> 611% | | | | | 61 | 22 | 6 | 7 | 4 | -- | -- | 4.30 | 1.10 | |
| Information Mission Area (IMA) | 851 | <div><div></div><div></div><div></div><div></div><div></div></div> 75% <div><div></div><div></div><div></div><div></div><div></div></div> 817% | | | | | 48 | 27 | 8 | 8 | 9 | -- | -- | 3.96 | 1.31 | |
| Intelligence (Excepted Services Only) | 442 | <div><div></div><div></div><div></div><div></div><div></div></div> 80% <div><div></div><div></div><div></div><div></div><div></div></div> 515% | | | | | 49 | 31 | 5 | 9 | 5 | -- | -- | 4.09 | 1.18 | |
| Military Personnel Management | 253 | <div><div></div><div></div><div></div><div></div><div></div></div> 78% <div><div></div><div></div><div></div><div></div><div></div></div> 715% | | | | | 50 | 28 | 7 | 5 | 10 | -- | -- | 4.04 | 1.28 | |

■ = % Favorable (Likely) ■ = % Neither likely/unlikely ■ = % Unfavorable (Unlikely)

-- No history data available

* Any item marked with an asterisk within this composite is phrased such that Unlikely is a FAVORABLE response and is shown under the % Favorable (Likely) category



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev |
|---|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | |
| CAREER PLANS | | | | | | | | | | | | | | | |
| 20b. Do you see yourself working at your current organization three years from now? | | | | | | | | | | | | | | | |
| Total Army | 18075 | <div><div></div><div></div><div></div><div></div><div></div></div> 57%12%31% | | | | | 33 | 24 | 12 | 14 | 17 | -- | -- | 3.43 | 1.48 |
| Total Career Program | 9076 | <div><div></div><div></div><div></div><div></div><div></div></div> 56%12%32% | | | | | 32 | 24 | 12 | 15 | 17 | -- | -- | 3.38 | 1.49 |
| Civilian Personnel Administration | 215 | <div><div></div><div></div><div></div><div></div><div></div></div> 49%10%41% | | | | | 30 | 20 | 10 | 16 | 25 | -- | -- | 3.13 | 1.59 |
| Comptroller | 867 | <div><div></div><div></div><div></div><div></div><div></div></div> 50%12%38% | | | | | 28 | 22 | 12 | 16 | 21 | -- | -- | 3.19 | 1.53 |
| Safety Management | 238 | <div><div></div><div></div><div></div><div></div><div></div></div> 60%11%29% | | | | | 35 | 25 | 11 | 17 | 13 | -- | -- | 3.53 | 1.43 |
| Supply Management | 715 | <div><div></div><div></div><div></div><div></div><div></div></div> 50%14%36% | | | | | 26 | 24 | 14 | 15 | 21 | -- | -- | 3.19 | 1.50 |
| Contracting and Acquisition | 410 | <div><div></div><div></div><div></div><div></div><div></div></div> 46%11%42% | | | | | 26 | 21 | 11 | 18 | 25 | -- | -- | 3.05 | 1.55 |
| Quality and Reliability Assurance | 64 | <div><div></div><div></div><div></div><div></div><div></div></div> 53%17%30% | | | | | 36 | 17 | 17 | 13 | 17 | -- | -- | 3.42 | 1.50 |
| Engineers and Scientists (Non-Construction) | 1013 | <div><div></div><div></div><div></div><div></div><div></div></div> 64%13%23% | | | | | 35 | 28 | 13 | 12 | 12 | -- | -- | 3.64 | 1.37 |
| Materiel Maintenance Management | 735 | <div><div></div><div></div><div></div><div></div><div></div></div> 54%11%35% | | | | | 32 | 22 | 11 | 14 | 21 | -- | -- | 3.30 | 1.54 |
| Engineers and Scientists (Construction) | 1284 | <div><div></div><div></div><div></div><div></div><div></div></div> 65%11%25% | | | | | 40 | 24 | 11 | 13 | 12 | -- | -- | 3.68 | 1.42 |
| Security | 207 | <div><div></div><div></div><div></div><div></div><div></div></div> 58%14%27% | | | | | 32 | 26 | 14 | 11 | 16 | -- | -- | 3.48 | 1.44 |
| Quality Assurance Specialists (Ammunition Surveillance) | 44 | <div><div></div><div></div><div></div><div></div><div></div></div> 41%25%34% | | | | | 20 | 20 | 25 | 16 | 18 | -- | -- | 3.09 | 1.38 |
| Public Affairs and Communication Media | 142 | <div><div></div><div></div><div></div><div></div><div></div></div> 50%15%35% | | | | | 27 | 23 | 15 | 15 | 20 | -- | -- | 3.21 | 1.49 |
| Transportation Management | 176 | <div><div></div><div></div><div></div><div></div><div></div></div> 48%11%40% | | | | | 29 | 19 | 11 | 19 | 22 | -- | -- | 3.15 | 1.54 |
| Manpower and Force Management | 330 | <div><div></div><div></div><div></div><div></div><div></div></div> 55%14%31% | | | | | 31 | 23 | 14 | 16 | 15 | -- | -- | 3.39 | 1.45 |
| Housing Management | 101 | <div><div></div><div></div><div></div><div></div><div></div></div> 53%8%39% | | | | | 27 | 27 | 8 | 18 | 21 | -- | -- | 3.21 | 1.52 |
| Equal Employment Opportunity | 80 | <div><div></div><div></div><div></div><div></div><div></div></div> 45%14%41% | | | | | 24 | 21 | 14 | 16 | 25 | -- | -- | 3.03 | 1.52 |
| Education Services | 90 | <div><div></div><div></div><div></div><div></div><div></div></div> 53%11%36% | | | | | 29 | 24 | 11 | 14 | 21 | -- | -- | 3.26 | 1.52 |
| Training | 680 | <div><div></div><div></div><div></div><div></div><div></div></div> 60%10%30% | | | | | 35 | 24 | 10 | 14 | 16 | -- | -- | 3.49 | 1.48 |
| Ammunition Management | 103 | <div><div></div><div></div><div></div><div></div><div></div></div> 54%14%32% | | | | | 41 | 14 | 14 | 17 | 16 | -- | -- | 3.48 | 1.53 |
| Information Mission Area (IMA) | 845 | <div><div></div><div></div><div></div><div></div><div></div></div> 51%13%35% | | | | | 28 | 24 | 13 | 16 | 20 | -- | -- | 3.24 | 1.49 |
| Intelligence (Excepted Services Only) | 441 | <div><div></div><div></div><div></div><div></div><div></div></div> 53%13%33% | | | | | 30 | 24 | 13 | 18 | 16 | -- | -- | 3.34 | 1.45 |
| Military Personnel Management | 248 | <div><div></div><div></div><div></div><div></div><div></div></div> 58%13%28% | | | | | 33 | 26 | 13 | 13 | 15 | -- | -- | 3.48 | 1.44 |

■ = % Favorable (Likely) ■ = % Neither likely/unlikely ■ = % Unfavorable (Unlikely)

-- No history data available

* Any item marked with an asterisk within this composite is phrased such that Unlikely is a FAVORABLE response and is shown under the % Favorable (Likely) category



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|--|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|---|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 |
| CAREER PLANS | | | | | | | | | | | | | | | | |
| 20c. Do you see yourself working at your current organization five years from now? | | | | | | | | | | | | | | | | |
| Total Army | 18570 | <div><div></div><div></div><div></div></div> | | | | | 25 | 16 | 14 | 17 | 28 | -- | -- | 2.93 | 1.57 | |
| Total Career Program | 9304 | <div><div></div><div></div><div></div></div> | | | | | 23 | 16 | 14 | 17 | 30 | -- | -- | 2.85 | 1.56 | |
| Civilian Personnel Administration | 219 | <div><div></div><div></div><div></div></div> | | | | | 23 | 11 | 13 | 18 | 35 | -- | -- | 2.70 | 1.58 | |
| Comptroller | 878 | <div><div></div><div></div><div></div></div> | | | | | 18 | 14 | 14 | 18 | 36 | -- | -- | 2.60 | 1.53 | |
| Safety Management | 248 | <div><div></div><div></div><div></div></div> | | | | | 23 | 21 | 13 | 19 | 25 | -- | -- | 2.97 | 1.51 | |
| Supply Management | 737 | <div><div></div><div></div><div></div></div> | | | | | 22 | 14 | 15 | 18 | 32 | -- | -- | 2.76 | 1.55 | |
| Contracting and Acquisition | 419 | <div><div></div><div></div><div></div></div> | | | | | 19 | 10 | 15 | 20 | 37 | -- | -- | 2.56 | 1.52 | |
| Quality and Reliability Assurance | 66 | <div><div></div><div></div><div></div></div> | | | | | 27 | 15 | 12 | 17 | 29 | -- | -- | 2.95 | 1.60 | |
| Engineers and Scientists (Non-Construction) | 1044 | <div><div></div><div></div><div></div></div> | | | | | 23 | 21 | 17 | 15 | 23 | -- | -- | 3.05 | 1.49 | |
| Materiel Maintenance Management | 762 | <div><div></div><div></div><div></div></div> | | | | | 26 | 14 | 13 | 15 | 31 | -- | -- | 2.88 | 1.61 | |
| Engineers and Scientists (Construction) | 1319 | <div><div></div><div></div><div></div></div> | | | | | 28 | 19 | 14 | 14 | 25 | -- | -- | 3.12 | 1.56 | |
| Security | 213 | <div><div></div><div></div><div></div></div> | | | | | 25 | 15 | 17 | 21 | 22 | -- | -- | 3.02 | 1.49 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 46 | <div><div></div><div></div><div></div></div> | | | | | 22 | 11 | 13 | 24 | 30 | -- | -- | 2.70 | 1.53 | |
| Public Affairs and Communication Media | 142 | <div><div></div><div></div><div></div></div> | | | | | 20 | 11 | 13 | 23 | 33 | -- | -- | 2.63 | 1.53 | |
| Transportation Management | 180 | <div><div></div><div></div><div></div></div> | | | | | 25 | 12 | 9 | 16 | 37 | -- | -- | 2.72 | 1.64 | |
| Manpower and Force Management | 337 | <div><div></div><div></div><div></div></div> | | | | | 20 | 15 | 16 | 19 | 30 | -- | -- | 2.78 | 1.51 | |
| Housing Management | 104 | <div><div></div><div></div><div></div></div> | | | | | 22 | 15 | 11 | 17 | 35 | -- | -- | 2.73 | 1.59 | |
| Equal Employment Opportunity | 78 | <div><div></div><div></div><div></div></div> | | | | | 14 | 10 | 6 | 22 | 47 | -- | -- | 2.22 | 1.47 | |
| Education Services | 89 | <div><div></div><div></div><div></div></div> | | | | | 18 | 10 | 15 | 19 | 38 | -- | -- | 2.51 | 1.51 | |
| Training | 703 | <div><div></div><div></div><div></div></div> | | | | | 25 | 17 | 13 | 17 | 29 | -- | -- | 2.93 | 1.57 | |
| Ammunition Management | 111 | <div><div></div><div></div><div></div></div> | | | | | 28 | 13 | 10 | 19 | 31 | -- | -- | 2.88 | 1.63 | |
| Information Mission Area (IMA) | 855 | <div><div></div><div></div><div></div></div> | | | | | 20 | 14 | 15 | 18 | 33 | -- | -- | 2.70 | 1.53 | |
| Intelligence (Excepted Services Only) | 453 | <div><div></div><div></div><div></div></div> | | | | | 22 | 18 | 15 | 17 | 29 | -- | -- | 2.87 | 1.54 | |
| Military Personnel Management | 249 | <div><div></div><div></div><div></div></div> | | | | | 25 | 16 | 15 | 18 | 26 | -- | -- | 2.97 | 1.55 | |

■ = % Favorable (Likely) ■ = % Neither likely/unlikely ■ = % Unfavorable (Unlikely)

-- No history data available

* Any item marked with an asterisk within this composite is phrased such that Unlikely is a FAVORABLE response and is shown under the % Favorable (Likely) category



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev |
|--|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | 1 | | | |
| CAREER PLANS | | | | | | | | | | | | | | | |
| 21a. In the next 5 years, how likely or unlikely is it that you will leave your organization to take another job within the DoD? * | | | | | | | | | | | | | | | |
| Total Army | 19039 | <div><div></div><div></div><div></div></div> | | | | | 19 | 21 | 18 | 22 | 21 | -2 | -4 | 2.94 | 1.42 |
| Total Career Program | 9512 | <div><div></div><div></div><div></div></div> | | | | | 20 | 21 | 18 | 21 | 20 | -2 | -4 | 2.98 | 1.43 |
| Civilian Personnel Administration | 225 | <div><div></div><div></div><div></div></div> | | | | | 30 | 19 | 14 | 17 | 19 | +6 | +1 | 3.24 | 1.51 |
| Comptroller | 894 | <div><div></div><div></div><div></div></div> | | | | | 24 | 19 | 17 | 19 | 20 | -1 | -2 | 3.07 | 1.47 |
| Safety Management | 252 | <div><div></div><div></div><div></div></div> | | | | | 14 | 20 | 20 | 20 | 25 | +6 | +5 | 2.79 | 1.39 |
| Supply Management | 759 | <div><div></div><div></div><div></div></div> | | | | | 16 | 16 | 15 | 21 | 32 | -5 | -5 | 2.62 | 1.47 |
| Contracting and Acquisition | 433 | <div><div></div><div></div><div></div></div> | | | | | 21 | 20 | 17 | 23 | 20 | -7 | -5 | 2.99 | 1.43 |
| Quality and Reliability Assurance | 71 | <div><div></div><div></div><div></div></div> | | | | | 28 | 25 | 8 | 20 | 18 | -1 | +14 | 3.25 | 1.50 |
| Engineers and Scientists (Non-Construction) | 1056 | <div><div></div><div></div><div></div></div> | | | | | 21 | 25 | 22 | 21 | 10 | 0 | -1 | 3.25 | 1.28 |
| Materiel Maintenance Management | 785 | <div><div></div><div></div><div></div></div> | | | | | 21 | 20 | 17 | 23 | 20 | -2 | -4 | 2.99 | 1.43 |
| Engineers and Scientists (Construction) | 1333 | <div><div></div><div></div><div></div></div> | | | | | 28 | 27 | 20 | 16 | 9 | +1 | -4 | 3.48 | 1.29 |
| Security | 214 | <div><div></div><div></div><div></div></div> | | | | | 12 | 20 | 24 | 21 | 23 | -13 | -7 | 2.76 | 1.32 |
| Quality Assurance Specialists (Ammunition Surveillance) | 51 | <div><div></div><div></div><div></div></div> | | | | | 16 | 24 | 16 | 24 | 22 | +5 | +2 | 2.88 | 1.40 |
| Public Affairs and Communication Media | 143 | <div><div></div><div></div><div></div></div> | | | | | 18 | 11 | 17 | 27 | 26 | -8 | -13 | 2.69 | 1.43 |
| Transportation Management | 185 | <div><div></div><div></div><div></div></div> | | | | | 16 | 21 | 11 | 17 | 35 | -1 | +5 | 2.67 | 1.52 |
| Manpower and Force Management | 346 | <div><div></div><div></div><div></div></div> | | | | | 18 | 18 | 15 | 26 | 23 | 0 | -2 | 2.81 | 1.43 |
| Housing Management | 107 | <div><div></div><div></div><div></div></div> | | | | | 19 | 13 | 14 | 19 | 36 | -11 | -3 | 2.61 | 1.53 |
| Equal Employment Opportunity | 85 | <div><div></div><div></div><div></div></div> | | | | | 20 | 16 | 16 | 18 | 29 | -3 | -6 | 2.80 | 1.51 |
| Education Services | 90 | <div><div></div><div></div><div></div></div> | | | | | 22 | 26 | 11 | 29 | 12 | +14 | +16 | 3.17 | 1.38 |
| Training | 718 | <div><div></div><div></div><div></div></div> | | | | | 15 | 21 | 16 | 24 | 23 | -2 | -1 | 2.83 | 1.40 |
| Ammunition Management | 111 | <div><div></div><div></div><div></div></div> | | | | | 26 | 25 | 13 | 19 | 17 | -2 | +10 | 3.24 | 1.45 |
| Information Mission Area (IMA) | 876 | <div><div></div><div></div><div></div></div> | | | | | 17 | 18 | 16 | 26 | 24 | -2 | +1 | 2.79 | 1.42 |
| Intelligence (Excepted Services Only) | 469 | <div><div></div><div></div><div></div></div> | | | | | 14 | 18 | 19 | 25 | 23 | 0 | -7 | 2.75 | 1.38 |
| Military Personnel Management | 258 | <div><div></div><div></div><div></div></div> | | | | | 11 | 12 | 15 | 26 | 36 | -- | -- | 2.36 | 1.36 |

■ = % Favorable (Likely) ■ = % Neither likely/unlikely ■ = % Unfavorable (Unlikely)

-- No history data available

* Any item marked with an asterisk within this composite is phrased such that Unlikely is a FAVORABLE response and is shown under the % Favorable (Likely) category



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev |
|--|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | |
| CAREER PLANS | | | | | | | | | | | | | | | |
| 21b. In the next 5 years, how likely or unlikely is it that you will leave to take another job in the Federal government outside of the DoD? * | | | | | | | | | | | | | | | |
| Total Army | 18940 | <div><div></div><div></div><div></div></div> | | | | | 26 | 28 | 20 | 16 | 10 | 0 | -1 | 3.44 | 1.29 |
| Total Career Program | 9469 | <div><div></div><div></div><div></div></div> | | | | | 27 | 28 | 20 | 16 | 9 | 0 | -1 | 3.50 | 1.28 |
| Civilian Personnel Administration | 225 | <div><div></div><div></div><div></div></div> | | | | | 37 | 28 | 13 | 17 | 5 | +7 | +7 | 3.74 | 1.26 |
| Comptroller | 891 | <div><div></div><div></div><div></div></div> | | | | | 33 | 28 | 17 | 14 | 9 | +2 | 0 | 3.62 | 1.30 |
| Safety Management | 252 | <div><div></div><div></div><div></div></div> | | | | | 25 | 26 | 24 | 15 | 10 | +16 | +19 | 3.41 | 1.27 |
| Supply Management | 753 | <div><div></div><div></div><div></div></div> | | | | | 26 | 28 | 18 | 17 | 11 | -3 | -4 | 3.42 | 1.33 |
| Contracting and Acquisition | 432 | <div><div></div><div></div><div></div></div> | | | | | 30 | 28 | 17 | 18 | 7 | -1 | -1 | 3.56 | 1.28 |
| Quality and Reliability Assurance | 71 | <div><div></div><div></div><div></div></div> | | | | | 34 | 32 | 15 | 10 | 8 | +6 | +16 | 3.73 | 1.26 |
| Engineers and Scientists (Non-Construction) | 1052 | <div><div></div><div></div><div></div></div> | | | | | 31 | 31 | 22 | 14 | 2 | 0 | +2 | 3.74 | 1.11 |
| Materiel Maintenance Management | 781 | <div><div></div><div></div><div></div></div> | | | | | 29 | 28 | 19 | 16 | 8 | -2 | -6 | 3.52 | 1.28 |
| Engineers and Scientists (Construction) | 1334 | <div><div></div><div></div><div></div></div> | | | | | 31 | 30 | 22 | 13 | 4 | 0 | 0 | 3.69 | 1.16 |
| Security | 212 | <div><div></div><div></div><div></div></div> | | | | | 16 | 24 | 25 | 21 | 14 | -17 | -9 | 3.08 | 1.28 |
| Quality Assurance Specialists (Ammunition Surveillance) | 51 | <div><div></div><div></div><div></div></div> | | | | | 29 | 27 | 25 | 12 | 6 | -16 | -17 | 3.63 | 1.19 |
| Public Affairs and Communication Media | 143 | <div><div></div><div></div><div></div></div> | | | | | 21 | 23 | 20 | 21 | 15 | -5 | -3 | 3.13 | 1.37 |
| Transportation Management | 181 | <div><div></div><div></div><div></div></div> | | | | | 24 | 30 | 15 | 15 | 14 | -2 | +5 | 3.35 | 1.37 |
| Manpower and Force Management | 346 | <div><div></div><div></div><div></div></div> | | | | | 26 | 30 | 19 | 16 | 8 | +7 | -2 | 3.49 | 1.27 |
| Housing Management | 106 | <div><div></div><div></div><div></div></div> | | | | | 33 | 25 | 20 | 15 | 8 | +3 | -2 | 3.60 | 1.29 |
| Equal Employment Opportunity | 84 | <div><div></div><div></div><div></div></div> | | | | | 27 | 20 | 19 | 12 | 21 | +2 | -10 | 3.20 | 1.49 |
| Education Services | 89 | <div><div></div><div></div><div></div></div> | | | | | 27 | 33 | 15 | 18 | 8 | +14 | +15 | 3.53 | 1.27 |
| Training | 714 | <div><div></div><div></div><div></div></div> | | | | | 23 | 31 | 20 | 16 | 10 | +1 | -3 | 3.41 | 1.28 |
| Ammunition Management | 110 | <div><div></div><div></div><div></div></div> | | | | | 33 | 35 | 12 | 13 | 8 | +8 | +1 | 3.71 | 1.27 |
| Information Mission Area (IMA) | 870 | <div><div></div><div></div><div></div></div> | | | | | 22 | 24 | 22 | 20 | 13 | 0 | +2 | 3.22 | 1.33 |
| Intelligence (Excepted Services Only) | 465 | <div><div></div><div></div><div></div></div> | | | | | 21 | 27 | 20 | 21 | 10 | -5 | -4 | 3.28 | 1.29 |
| Military Personnel Management | 257 | <div><div></div><div></div><div></div></div> | | | | | 20 | 22 | 21 | 18 | 19 | -- | -- | 3.05 | 1.40 |

■ = % Favorable (Likely) ■ = % Neither likely/unlikely ■ = % Unfavorable (Unlikely)

-- No history data available

* Any item marked with an asterisk within this composite is phrased such that Unlikely is a FAVORABLE response and is shown under the % Favorable (Likely) category



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|---|----------------------------|----------------------------|------|------------|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | 1 | | | |
| CAREER PLANS | | | | | | | | | | | | | | | |
| 21c. In the next 5 years, how likely or unlikely is it that you will leave the Federal government for a private sector job? * | | | | | | | | | | | | | | | |
| Total Army | 18937 | 71%15%14% | | | | | 39 | 32 | 15 | 10 | 5 | +8 | +5 | 3.90 | 1.16 |
| Total Career Program | 9464 | 72%14%13% | | | | | 42 | 31 | 14 | 9 | 4 | +8 | +6 | 3.97 | 1.13 |
| Civilian Personnel Administration | 225 | 85%9%5 | | | | | 56 | 29 | 9 | 4 | 1 | +11 | +8 | 4.35 | 0.89 |
| Comptroller | 888 | 78%11%11% | | | | | 53 | 25 | 11 | 8 | 3 | +5 | +4 | 4.17 | 1.09 |
| Safety Management | 253 | 72%18%11% | | | | | 38 | 34 | 18 | 6 | 5 | +13 | +14 | 3.94 | 1.11 |
| Supply Management | 752 | 72%15%13% | | | | | 42 | 30 | 15 | 9 | 4 | +8 | +6 | 3.97 | 1.13 |
| Contracting and Acquisition | 431 | 72%15%13% | | | | | 44 | 27 | 15 | 10 | 4 | +7 | +6 | 3.99 | 1.15 |
| Quality and Reliability Assurance | 71 | 79%11%10% | | | | | 56 | 23 | 11 | 6 | 4 | +15 | +14 | 4.21 | 1.11 |
| Engineers and Scientists (Non-Construction) | 1056 | 69%16%14% | | | | | 40 | 29 | 16 | 11 | 3 | +8 | +10 | 3.92 | 1.13 |
| Materiel Maintenance Management | 780 | 69%15%16% | | | | | 40 | 29 | 15 | 11 | 5 | +9 | +4 | 3.87 | 1.20 |
| Engineers and Scientists (Construction) | 1334 | 73%13%14% | | | | | 41 | 32 | 13 | 11 | 3 | +13 | +7 | 3.96 | 1.13 |
| Security | 212 | 73%14%13% | | | | | 36 | 37 | 14 | 10 | 3 | +6 | +11 | 3.92 | 1.09 |
| Quality Assurance Specialists (Ammunition Surveillance) | 51 | 71%16%14% | | | | | 35 | 35 | 16 | 6 | 8 | +1 | -19 | 3.84 | 1.19 |
| Public Affairs and Communication Media | 142 | 73%15%12% | | | | | 36 | 37 | 15 | 8 | 4 | +1 | +11 | 3.93 | 1.08 |
| Transportation Management | 180 | 82%8%10% | | | | | 45 | 37 | 8 | 6 | 4 | +18 | +11 | 4.13 | 1.05 |
| Manpower and Force Management | 346 | 77%15%8% | | | | | 42 | 34 | 15 | 5 | 3 | +8 | +6 | 4.08 | 1.02 |
| Housing Management | 106 | 77%12%10% | | | | | 42 | 35 | 12 | 7 | 4 | +14 | +12 | 4.06 | 1.07 |
| Equal Employment Opportunity | 84 | 75%12%13% | | | | | 56 | 19 | 12 | 7 | 6 | -4 | +2 | 4.12 | 1.22 |
| Education Services | 89 | 72%18%10% | | | | | 34 | 38 | 18 | 10 | 0 | +9 | -4 | 3.96 | 0.96 |
| Training | 713 | 67%18%15% | | | | | 33 | 34 | 18 | 10 | 5 | +5 | 0 | 3.80 | 1.15 |
| Ammunition Management | 110 | 74%13%14% | | | | | 45 | 29 | 13 | 9 | 5 | +5 | +10 | 4.00 | 1.16 |
| Information Mission Area (IMA) | 870 | 71%14%15% | | | | | 42 | 29 | 14 | 10 | 5 | +11 | +7 | 3.93 | 1.19 |
| Intelligence (Excepted Services Only) | 464 | 71%17%12% | | | | | 34 | 37 | 17 | 8 | 4 | +11 | +9 | 3.90 | 1.08 |
| Military Personnel Management | 257 | 74%11%15% | | | | | 42 | 32 | 11 | 8 | 7 | -- | -- | 3.93 | 1.22 |

■ = % Favorable (Likely) ■ = % Neither likely/unlikely ■ = % Unfavorable (Unlikely)

-- No history data available

* Any item marked with an asterisk within this composite is phrased such that Unlikely is a FAVORABLE response and is shown under the % Favorable (Likely) category



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev |
|---|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | 1 | | | |
| CAREER PLANS | | | | | | | | | | | | | | | |
| 21d. In the next 5 years, how likely or unlikely is it that you will retire from Federal service? * | | | | | | | | | | | | | | | |
| Total Army | 19225 | <div><div></div><div></div><div></div></div> 53%10%37% | | | | | 35 | 18 | 10 | 15 | 23 | +7 | +5 | 3.29 | 1.60 |
| Total Career Program | 9601 | <div><div></div><div></div><div></div></div> 53%10%37% | | | | | 36 | 17 | 10 | 14 | 23 | +8 | +6 | 3.30 | 1.61 |
| Civilian Personnel Administration | 228 | <div><div></div><div></div><div></div></div> 50%9%42% | | | | | 36 | 14 | 9 | 13 | 29 | +23 | +14 | 3.15 | 1.68 |
| Comptroller | 909 | <div><div></div><div></div><div></div></div> 47%8%45% | | | | | 33 | 14 | 8 | 15 | 30 | +3 | -1 | 3.06 | 1.67 |
| Safety Management | 256 | <div><div></div><div></div><div></div></div> 57%10%33% | | | | | 34 | 23 | 10 | 11 | 21 | 0 | +10 | 3.37 | 1.56 |
| Supply Management | 764 | <div><div></div><div></div><div></div></div> 51%12%38% | | | | | 34 | 17 | 12 | 14 | 24 | +7 | +11 | 3.23 | 1.60 |
| Contracting and Acquisition | 438 | <div><div></div><div></div><div></div></div> 49%8%43% | | | | | 35 | 13 | 8 | 17 | 26 | +13 | +8 | 3.15 | 1.65 |
| Quality and Reliability Assurance | 72 | <div><div></div><div></div><div></div></div> 39%14%47% | | | | | 25 | 14 | 14 | 14 | 33 | +12 | +14 | 2.83 | 1.61 |
| Engineers and Scientists (Non-Construction) | 1066 | <div><div></div><div></div><div></div></div> 58%11%32% | | | | | 41 | 17 | 11 | 14 | 18 | +4 | +2 | 3.50 | 1.55 |
| Materiel Maintenance Management | 793 | <div><div></div><div></div><div></div></div> 49%9%42% | | | | | 31 | 18 | 9 | 16 | 26 | +14 | +8 | 3.12 | 1.62 |
| Engineers and Scientists (Construction) | 1340 | <div><div></div><div></div><div></div></div> 54%8%38% | | | | | 39 | 15 | 8 | 16 | 22 | +10 | +5 | 3.33 | 1.63 |
| Security | 214 | <div><div></div><div></div><div></div></div> 66%13%21% | | | | | 40 | 26 | 13 | 9 | 13 | +14 | +6 | 3.72 | 1.39 |
| Quality Assurance Specialists (Ammunition Surveillance) | 50 | <div><div></div><div></div><div></div></div> 50%12%38% | | | | | 24 | 26 | 12 | 12 | 26 | +12 | -13 | 3.10 | 1.54 |
| Public Affairs and Communication Media | 147 | <div><div></div><div></div><div></div></div> 61%12%27% | | | | | 41 | 20 | 12 | 8 | 19 | +14 | +10 | 3.55 | 1.54 |
| Transportation Management | 186 | <div><div></div><div></div><div></div></div> 51%9%40% | | | | | 36 | 15 | 9 | 13 | 27 | +14 | 0 | 3.19 | 1.66 |
| Manpower and Force Management | 352 | <div><div></div><div></div><div></div></div> 54%9%37% | | | | | 38 | 16 | 9 | 16 | 21 | +11 | +15 | 3.35 | 1.60 |
| Housing Management | 107 | <div><div></div><div></div><div></div></div> 56%11%33% | | | | | 38 | 18 | 11 | 12 | 21 | +20 | +26 | 3.41 | 1.58 |
| Equal Employment Opportunity | 85 | <div><div></div><div></div><div></div></div> 44%54% | | | | | 32 | 12 | 2 | 15 | 39 | +5 | +12 | 2.82 | 1.75 |
| Education Services | 95 | <div><div></div><div></div><div></div></div> 37%11%53% | | | | | 23 | 14 | 11 | 20 | 33 | -12 | -5 | 2.75 | 1.58 |
| Training | 726 | <div><div></div><div></div><div></div></div> 54%11%35% | | | | | 34 | 20 | 11 | 15 | 21 | +4 | +1 | 3.32 | 1.55 |
| Ammunition Management | 114 | <div><div></div><div></div><div></div></div> 53%10%38% | | | | | 32 | 20 | 10 | 13 | 25 | -3 | +5 | 3.23 | 1.60 |
| Information Mission Area (IMA) | 880 | <div><div></div><div></div><div></div></div> 54%11%35% | | | | | 37 | 17 | 11 | 14 | 21 | +12 | +6 | 3.34 | 1.59 |
| Intelligence (Excepted Services Only) | 467 | <div><div></div><div></div><div></div></div> 64%9%27% | | | | | 40 | 24 | 9 | 13 | 15 | +11 | +11 | 3.61 | 1.47 |
| Military Personnel Management | 261 | <div><div></div><div></div><div></div></div> 58%10%32% | | | | | 41 | 16 | 10 | 13 | 20 | -- | -- | 3.48 | 1.58 |

■ = % Favorable (Likely) ■ = % Neither likely/unlikely ■ = % Unfavorable (Unlikely)

-- No history data available

* Any item marked with an asterisk within this composite is phrased such that Unlikely is a FAVORABLE response and is shown under the % Favorable (Likely) category



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | No | Yes, but only within the Federal government | Yes, but only outside the Federal government | Yes, I plan to look both within and outside the Federal government | I have not decided whether or not to look for another job |
|---|--------|-----|---|---|--|--|
| CAREER PLANS | | | | | | |
| 22. In the coming year (the next 12 months), do you plan to look for another job? | | | | | | |
| Total Army | 19297 | 47% | 29% | 2% | 11% | 11% |
| Total Career Program | 9629 | 48% | 30% | 2% | 10% | 11% |
| Civilian Personnel Administration | 228 | 57% | 24% | 2% | 4% | 12% |
| Comptroller | 910 | 49% | 31% | 2% | 6% | 12% |
| Safety Management | 254 | 50% | 28% | 1% | 10% | 12% |
| Supply Management | 769 | 40% | 38% | 1% | 9% | 11% |
| Contracting and Acquisition | 437 | 47% | 27% | 1% | 9% | 15% |
| Quality and Reliability Assurance | 72 | 50% | 28% | 1% | 7% | 14% |
| Engineers and Scientists (Non-Construction) | 1063 | 53% | 24% | 2% | 9% | 12% |
| Materiel Maintenance Management | 798 | 47% | 30% | 3% | 12% | 9% |
| Engineers and Scientists (Construction) | 1339 | 55% | 24% | 2% | 7% | 11% |
| Security | 217 | 45% | 31% | 1% | 12% | 11% |
| Quality Assurance Specialists (Ammunition Surveillance) | 52 | 52% | 27% | 2% | 12% | 8% |
| Public Affairs and Communication Media | 147 | 35% | 37% | 1% | 16% | 11% |
| Transportation Management | 190 | 44% | 39% | 1% | 9% | 7% |
| Manpower and Force Management | 352 | 44% | 35% | 1% | 9% | 11% |
| Housing Management | 108 | 48% | 35% | 1% | 4% | 12% |
| Equal Employment Opportunity | 87 | 46% | 34% | 1% | 9% | 9% |
| Education Services | 95 | 48% | 28% | 1% | 7% | 15% |
| Training | 729 | 45% | 29% | 2% | 12% | 11% |
| Ammunition Management | 115 | 56% | 25% | 0% | 7% | 12% |
| Information Mission Area (IMA) | 885 | 44% | 32% | 2% | 12% | 10% |
| Intelligence (Excepted Services Only) | 468 | 41% | 32% | 1% | 14% | 11% |
| Military Personnel Management | 262 | 37% | 41% | 1% | 13% | 8% |



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Not willing to relocate | Within my immediate area | Within my CONUS region | Within my OCONUS region | Anywhere |
|--|--------|-------------------------|--------------------------|------------------------|-------------------------|----------|
| CAREER PLANS | | | | | | |
| 23a. Would you be willing to relocate to stay with your job if it moved? | | | | | | |
| Total Army | 19132 | 29% | 31% | 16% | 5% | 19% |
| Total Career Program | 9569 | 28% | 31% | 17% | 5% | 19% |
| Civilian Personnel Administration | 227 | 36% | 23% | 13% | 6% | 22% |
| Comptroller | 906 | 31% | 32% | 17% | 4% | 16% |
| Safety Management | 252 | 24% | 27% | 24% | 4% | 21% |
| Supply Management | 770 | 25% | 26% | 17% | 9% | 23% |
| Contracting and Acquisition | 434 | 33% | 36% | 14% | 4% | 14% |
| Quality and Reliability Assurance | 73 | 36% | 27% | 19% | 3% | 15% |
| Engineers and Scientists (Non-Construction) | 1059 | 31% | 39% | 18% | 1% | 12% |
| Materiel Maintenance Management | 791 | 30% | 25% | 18% | 4% | 22% |
| Engineers and Scientists (Construction) | 1334 | 28% | 39% | 16% | 3% | 13% |
| Security | 216 | 25% | 24% | 22% | 3% | 26% |
| Quality Assurance Specialists (Ammunition Surveillance) | 51 | 8% | 12% | 14% | 4% | 63% |
| Public Affairs and Communication Media | 145 | 23% | 37% | 16% | 3% | 21% |
| Transportation Management | 185 | 23% | 23% | 15% | 10% | 29% |
| Manpower and Force Management | 350 | 28% | 31% | 16% | 5% | 21% |
| Housing Management | 106 | 26% | 18% | 16% | 8% | 31% |
| Equal Employment Opportunity | 86 | 26% | 24% | 9% | 5% | 36% |
| Education Services | 95 | 37% | 23% | 12% | 6% | 22% |
| Training | 720 | 28% | 25% | 21% | 4% | 21% |
| Ammunition Management | 113 | 25% | 29% | 18% | 11% | 18% |
| Information Mission Area (IMA) | 878 | 26% | 28% | 18% | 7% | 21% |
| Intelligence (Excepted Services Only) | 467 | 26% | 31% | 16% | 6% | 20% |
| Military Personnel Management | 259 | 27% | 31% | 17% | 3% | 23% |



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Not willing to relocate | Within my immediate area | Within my CONUS region | Within my OCONUS region | Anywhere |
|---|--------|-------------------------|--------------------------|------------------------|-------------------------|----------|
| CAREER PLANS | | | | | | |
| 23b. Would you be willing to relocate for a career enhancing development opportunity? | | | | | | |
| Total Army | 19107 | 25% | 28% | 17% | 5% | 25% |
| Total Career Program | 9554 | 26% | 28% | 18% | 4% | 25% |
| Civilian Personnel Administration | 226 | 38% | 21% | 15% | 4% | 23% |
| Comptroller | 907 | 28% | 28% | 18% | 5% | 22% |
| Safety Management | 253 | 17% | 24% | 22% | 4% | 34% |
| Supply Management | 759 | 21% | 26% | 16% | 7% | 30% |
| Contracting and Acquisition | 435 | 29% | 34% | 14% | 3% | 20% |
| Quality and Reliability Assurance | 72 | 32% | 28% | 19% | 3% | 18% |
| Engineers and Scientists (Non-Construction) | 1058 | 32% | 36% | 18% | 2% | 13% |
| Materiel Maintenance Management | 791 | 28% | 23% | 20% | 4% | 26% |
| Engineers and Scientists (Construction) | 1333 | 27% | 31% | 19% | 4% | 20% |
| Security | 215 | 20% | 24% | 22% | 3% | 31% |
| Quality Assurance Specialists (Ammunition Surveillance) | 50 | 6% | 10% | 12% | 2% | 70% |
| Public Affairs and Communication Media | 147 | 20% | 30% | 19% | 4% | 27% |
| Transportation Management | 186 | 18% | 25% | 12% | 9% | 35% |
| Manpower and Force Management | 351 | 26% | 27% | 19% | 4% | 24% |
| Housing Management | 105 | 24% | 23% | 19% | 5% | 30% |
| Equal Employment Opportunity | 84 | 19% | 20% | 12% | 4% | 45% |
| Education Services | 95 | 27% | 19% | 15% | 6% | 33% |
| Training | 721 | 25% | 24% | 20% | 4% | 27% |
| Ammunition Management | 115 | 30% | 28% | 12% | 10% | 20% |
| Information Mission Area (IMA) | 873 | 23% | 25% | 18% | 6% | 29% |
| Intelligence (Excepted Services Only) | 469 | 22% | 26% | 14% | 6% | 31% |
| Military Personnel Management | 257 | 22% | 29% | 18% | 4% | 27% |



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Not willing to relocate | Within my immediate area | Within my CONUS region | Within my OCONUS region | Anywhere |
|--|--------|-------------------------|--------------------------|------------------------|-------------------------|----------|
| CAREER PLANS | | | | | | |
| 23c. Would you be willing to relocate to get an increase in pay? | | | | | | |
| Total Army | 19086 | 26% | 31% | 17% | 5% | 22% |
| Total Career Program | 9539 | 27% | 31% | 17% | 4% | 21% |
| Civilian Personnel Administration | 226 | 36% | 25% | 13% | 6% | 20% |
| Comptroller | 906 | 28% | 33% | 17% | 3% | 19% |
| Safety Management | 252 | 18% | 27% | 23% | 3% | 28% |
| Supply Management | 762 | 22% | 27% | 17% | 7% | 26% |
| Contracting and Acquisition | 434 | 32% | 37% | 11% | 4% | 17% |
| Quality and Reliability Assurance | 73 | 33% | 27% | 19% | 4% | 16% |
| Engineers and Scientists (Non-Construction) | 1055 | 34% | 38% | 15% | 1% | 11% |
| Materiel Maintenance Management | 792 | 27% | 27% | 21% | 3% | 22% |
| Engineers and Scientists (Construction) | 1328 | 30% | 35% | 17% | 3% | 15% |
| Security | 215 | 20% | 27% | 24% | 3% | 27% |
| Quality Assurance Specialists (Ammunition Surveillance) | 51 | 4% | 12% | 14% | 2% | 69% |
| Public Affairs and Communication Media | 147 | 22% | 29% | 24% | 4% | 20% |
| Transportation Management | 184 | 20% | 26% | 14% | 8% | 32% |
| Manpower and Force Management | 351 | 26% | 30% | 17% | 4% | 23% |
| Housing Management | 105 | 18% | 29% | 19% | 7% | 28% |
| Equal Employment Opportunity | 83 | 19% | 24% | 11% | 5% | 41% |
| Education Services | 95 | 25% | 22% | 16% | 9% | 27% |
| Training | 718 | 25% | 28% | 20% | 4% | 24% |
| Ammunition Management | 115 | 30% | 33% | 15% | 7% | 16% |
| Information Mission Area (IMA) | 870 | 23% | 28% | 17% | 7% | 25% |
| Intelligence (Excepted Services Only) | 469 | 25% | 28% | 17% | 5% | 26% |
| Military Personnel Management | 257 | 23% | 33% | 16% | 3% | 25% |



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Not willing to relocate | Within my immediate area | Within my CONUS region | Within my OCONUS region | Anywhere |
|---|--------|-------------------------|--------------------------|------------------------|-------------------------|----------|
| CAREER PLANS | | | | | | |
| 23d. Would you be willing to relocate to get a promotion? | | | | | | |
| Total Army | 19085 | 24% | 29% | 18% | 5% | 24% |
| Total Career Program | 9546 | 25% | 29% | 18% | 4% | 24% |
| Civilian Personnel Administration | 226 | 36% | 23% | 14% | 4% | 23% |
| Comptroller | 901 | 26% | 30% | 18% | 4% | 23% |
| Safety Management | 251 | 17% | 25% | 24% | 3% | 31% |
| Supply Management | 766 | 20% | 26% | 17% | 8% | 29% |
| Contracting and Acquisition | 433 | 27% | 36% | 15% | 3% | 18% |
| Quality and Reliability Assurance | 72 | 26% | 29% | 21% | 4% | 19% |
| Engineers and Scientists (Non-Construction) | 1059 | 32% | 38% | 17% | 1% | 12% |
| Materiel Maintenance Management | 792 | 25% | 27% | 19% | 3% | 26% |
| Engineers and Scientists (Construction) | 1331 | 27% | 34% | 19% | 3% | 17% |
| Security | 216 | 19% | 25% | 23% | 4% | 30% |
| Quality Assurance Specialists (Ammunition Surveillance) | 50 | 4% | 12% | 12% | 2% | 70% |
| Public Affairs and Communication Media | 148 | 20% | 29% | 24% | 5% | 22% |
| Transportation Management | 185 | 19% | 24% | 14% | 7% | 35% |
| Manpower and Force Management | 350 | 25% | 29% | 16% | 5% | 25% |
| Housing Management | 105 | 18% | 25% | 22% | 6% | 30% |
| Equal Employment Opportunity | 83 | 19% | 22% | 12% | 4% | 43% |
| Education Services | 95 | 25% | 21% | 14% | 7% | 33% |
| Training | 721 | 22% | 26% | 20% | 4% | 27% |
| Ammunition Management | 115 | 27% | 32% | 13% | 9% | 19% |
| Information Mission Area (IMA) | 869 | 23% | 24% | 18% | 6% | 29% |
| Intelligence (Excepted Services Only) | 469 | 22% | 27% | 18% | 5% | 28% |
| Military Personnel Management | 257 | 23% | 29% | 18% | 3% | 27% |



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|---|---|----------------------------|----------------------------|------|------------|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | 1 | | | |
| OVERALL SATISFACTION | | | | | | | | | | | | | | | |
| 24a. Considering everything, how satisfied or dissatisfied are you with your job? | | | | | | | | | | | | | | | |
| Total Army | 19212 | 83%9%8% | | | | | 35 | 48 | 9 | 6 | 2 | +5 | +3 | 4.08 | 0.93 |
| Total Career Program | 9592 | 83%9%8% | | | | | 35 | 48 | 9 | 6 | 2 | +4 | +3 | 4.08 | 0.93 |
| Civilian Personnel Administration | 229 | 83%9%8% | | | | | 37 | 46 | 9 | 6 | 2 | +1 | +2 | 4.10 | 0.93 |
| Comptroller | 907 | 83%8%9% | | | | | 34 | 49 | 8 | 7 | 3 | +1 | -1 | 4.05 | 0.96 |
| Safety Management | 253 | 89%56 | | | | | 39 | 50 | 5 | 6 | 0 | +11 | +10 | 4.22 | 0.81 |
| Supply Management | 762 | 84%8%8% | | | | | 38 | 46 | 8 | 5 | 3 | +4 | +2 | 4.11 | 0.96 |
| Contracting and Acquisition | 438 | 80%10%10% | | | | | 29 | 51 | 10 | 7 | 3 | -1 | +8 | 3.97 | 0.96 |
| Quality and Reliability Assurance | 73 | 85%11%4 | | | | | 37 | 48 | 11 | 1 | 3 | +14 | +10 | 4.15 | 0.87 |
| Engineers and Scientists (Non-Construction) | 1059 | 83%10%8% | | | | | 31 | 52 | 10 | 6 | 2 | +2 | +6 | 4.03 | 0.91 |
| Materiel Maintenance Management | 796 | 84%8%8% | | | | | 36 | 47 | 8 | 6 | 3 | +4 | +5 | 4.09 | 0.95 |
| Engineers and Scientists (Construction) | 1332 | 85%9%7% | | | | | 36 | 49 | 9 | 5 | 1 | +9 | +2 | 4.13 | 0.87 |
| Security | 217 | 83%8%9% | | | | | 34 | 49 | 8 | 8 | 1 | +4 | +8 | 4.06 | 0.92 |
| Quality Assurance Specialists (Ammunition Surveillance) | 53 | 81%11%8% | | | | | 23 | 58 | 11 | 8 | 0 | +16 | -14 | 3.96 | 0.80 |
| Public Affairs and Communication Media | 148 | 78%13%9% | | | | | 30 | 48 | 13 | 5 | 3 | -1 | -6 | 3.97 | 0.98 |
| Transportation Management | 188 | 87%67% | | | | | 43 | 44 | 6 | 6 | 1 | +2 | +19 | 4.22 | 0.88 |
| Manpower and Force Management | 350 | 84%8%8% | | | | | 27 | 57 | 8 | 7 | 1 | +5 | +6 | 4.01 | 0.86 |
| Housing Management | 107 | 89%57% | | | | | 45 | 44 | 5 | 5 | 2 | +12 | +21 | 4.25 | 0.89 |
| Equal Employment Opportunity | 86 | 90%65 | | | | | 56 | 34 | 6 | 1 | 3 | 0 | +8 | 4.37 | 0.92 |
| Education Services | 94 | 82%10%9% | | | | | 39 | 43 | 10 | 6 | 2 | +1 | +7 | 4.11 | 0.96 |
| Training | 726 | 83%9%8% | | | | | 38 | 44 | 9 | 5 | 3 | +6 | +2 | 4.10 | 0.98 |
| Ammunition Management | 115 | 85%7%8% | | | | | 49 | 37 | 7 | 6 | 2 | +2 | -3 | 4.24 | 0.95 |
| Information Mission Area (IMA) | 877 | 81%10%9% | | | | | 33 | 48 | 10 | 6 | 3 | +9 | +2 | 4.03 | 0.96 |
| Intelligence (Excepted Services Only) | 469 | 82%9%9% | | | | | 31 | 51 | 9 | 7 | 2 | +2 | +4 | 4.02 | 0.93 |
| Military Personnel Management | 261 | 88%66 | | | | | 43 | 45 | 6 | 5 | 2 | -- | -- | 4.23 | 0.87 |

■ = % Favorable (Satisfied) ■ = % Neither satisfied/dissatisfied ■ = % Unfavorable (Dissatisfied)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|---|----------------------------|----------------------------|------|------------|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | |
| OVERALL SATISFACTION | | | | | | | | | | | | | | | |
| 24b. Considering everything, how satisfied or dissatisfied are you with your pay? | | | | | | | | | | | | | | | |
| Total Army | 19234 | 73%12%16% | | | | | 24 | 48 | 12 | 12 | 4 | +6 | +4 | 3.78 | 1.06 |
| Total Career Program | 9613 | 78%11%11% | | | | | 27 | 51 | 11 | 9 | 2 | +7 | +4 | 3.92 | 0.97 |
| Civilian Personnel Administration | 229 | 88%47% | | | | | 42 | 46 | 4 | 6 | 2 | +5 | +2 | 4.21 | 0.90 |
| Comptroller | 908 | 82%9%8% | | | | | 31 | 51 | 9 | 6 | 2 | +8 | +1 | 4.02 | 0.92 |
| Safety Management | 253 | 76%15%9% | | | | | 25 | 52 | 15 | 7 | 2 | +11 | +7 | 3.90 | 0.92 |
| Supply Management | 766 | 73%15%12% | | | | | 27 | 46 | 15 | 10 | 2 | +5 | -4 | 3.85 | 1.00 |
| Contracting and Acquisition | 438 | 80%9%11% | | | | | 29 | 51 | 9 | 9 | 1 | +7 | +4 | 3.98 | 0.93 |
| Quality and Reliability Assurance | 73 | 82%11%7% | | | | | 23 | 59 | 11 | 4 | 3 | +17 | +22 | 3.96 | 0.87 |
| Engineers and Scientists (Non-Construction) | 1060 | 82%10%7% | | | | | 27 | 55 | 10 | 6 | 1 | +8 | +4 | 4.01 | 0.86 |
| Materiel Maintenance Management | 797 | 77%10%13% | | | | | 29 | 49 | 10 | 10 | 3 | +6 | +2 | 3.90 | 1.02 |
| Engineers and Scientists (Construction) | 1336 | 82%9%9% | | | | | 30 | 52 | 9 | 8 | 1 | +13 | +9 | 4.01 | 0.91 |
| Security | 217 | 72%11%17% | | | | | 28 | 45 | 11 | 10 | 6 | +5 | +7 | 3.77 | 1.15 |
| Quality Assurance Specialists (Ammunition Surveillance) | 53 | 74%9%17% | | | | | 15 | 58 | 9 | 15 | 2 | +1 | -1 | 3.70 | 0.96 |
| Public Affairs and Communication Media | 148 | 77%9%14% | | | | | 26 | 51 | 9 | 13 | 1 | +8 | +13 | 3.89 | 0.96 |
| Transportation Management | 189 | 72%12%16% | | | | | 26 | 46 | 12 | 13 | 4 | +4 | +2 | 3.78 | 1.08 |
| Manpower and Force Management | 349 | 83%10%8% | | | | | 28 | 55 | 10 | 7 | 1 | +7 | +4 | 4.01 | 0.86 |
| Housing Management | 108 | 75%9%16% | | | | | 19 | 56 | 9 | 10 | 6 | +5 | +16 | 3.73 | 1.06 |
| Equal Employment Opportunity | 87 | 78%8%14% | | | | | 34 | 44 | 8 | 10 | 3 | +3 | +14 | 3.95 | 1.07 |
| Education Services | 95 | 67%15%18% | | | | | 21 | 46 | 15 | 14 | 4 | -4 | -20 | 3.66 | 1.08 |
| Training | 729 | 72%10%17% | | | | | 22 | 50 | 10 | 14 | 4 | +3 | +7 | 3.73 | 1.06 |
| Ammunition Management | 114 | 85%10%5% | | | | | 25 | 60 | 10 | 4 | 1 | +5 | +1 | 4.04 | 0.78 |
| Information Mission Area (IMA) | 882 | 73%13%14% | | | | | 22 | 51 | 13 | 11 | 3 | +5 | +2 | 3.79 | 1.00 |
| Intelligence (Excepted Services Only) | 469 | 77%10%13% | | | | | 29 | 49 | 10 | 10 | 3 | +8 | +10 | 3.89 | 1.03 |
| Military Personnel Management | 261 | 75%10%15% | | | | | 27 | 48 | 10 | 11 | 4 | -- | -- | 3.83 | 1.06 |

■ = % Favorable (Satisfied) ■ = % Neither satisfied/dissatisfied ■ = % Unfavorable (Dissatisfied)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev |
|--|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | |
| OVERALL SATISFACTION | | | | | | | | | | | | | | | |
| 24c. Considering everything, how satisfied or dissatisfied are you with the training you receive for your present job? | | | | | | | | | | | | | | | |
| Total Army | 19214 | <div><div></div><div></div><div></div></div> | | | | | 14 | 40 | 25 | 16 | 5 | -- | -- | 3.43 | 1.07 |
| Total Career Program | 9602 | <div><div></div><div></div><div></div></div> | | | | | 15 | 41 | 25 | 15 | 4 | -- | -- | 3.49 | 1.04 |
| Civilian Personnel Administration | 229 | <div><div></div><div></div><div></div></div> | | | | | 19 | 41 | 23 | 16 | 1 | -- | -- | 3.61 | 1.00 |
| Comptroller | 904 | <div><div></div><div></div><div></div></div> | | | | | 17 | 44 | 22 | 13 | 3 | -- | -- | 3.58 | 1.02 |
| Safety Management | 254 | <div><div></div><div></div><div></div></div> | | | | | 16 | 41 | 24 | 15 | 4 | -- | -- | 3.50 | 1.06 |
| Supply Management | 765 | <div><div></div><div></div><div></div></div> | | | | | 16 | 41 | 25 | 15 | 3 | -- | -- | 3.52 | 1.03 |
| Contracting and Acquisition | 437 | <div><div></div><div></div><div></div></div> | | | | | 21 | 45 | 20 | 11 | 3 | -- | -- | 3.70 | 1.01 |
| Quality and Reliability Assurance | 73 | <div><div></div><div></div><div></div></div> | | | | | 21 | 34 | 22 | 18 | 5 | -- | -- | 3.47 | 1.16 |
| Engineers and Scientists (Non-Construction) | 1060 | <div><div></div><div></div><div></div></div> | | | | | 16 | 47 | 23 | 11 | 3 | -- | -- | 3.61 | 0.99 |
| Materiel Maintenance Management | 795 | <div><div></div><div></div><div></div></div> | | | | | 16 | 40 | 27 | 13 | 4 | -- | -- | 3.50 | 1.05 |
| Engineers and Scientists (Construction) | 1335 | <div><div></div><div></div><div></div></div> | | | | | 16 | 45 | 22 | 13 | 3 | -- | -- | 3.59 | 1.01 |
| Security | 215 | <div><div></div><div></div><div></div></div> | | | | | 15 | 38 | 23 | 20 | 4 | -- | -- | 3.41 | 1.09 |
| Quality Assurance Specialists (Ammunition Surveillance) | 53 | <div><div></div><div></div><div></div></div> | | | | | 8 | 40 | 34 | 13 | 6 | -- | -- | 3.30 | 0.98 |
| Public Affairs and Communication Media | 148 | <div><div></div><div></div><div></div></div> | | | | | 17 | 34 | 20 | 23 | 6 | -- | -- | 3.32 | 1.18 |
| Transportation Management | 189 | <div><div></div><div></div><div></div></div> | | | | | 12 | 40 | 24 | 17 | 6 | -- | -- | 3.33 | 1.09 |
| Manpower and Force Management | 349 | <div><div></div><div></div><div></div></div> | | | | | 8 | 40 | 31 | 16 | 4 | -- | -- | 3.31 | 0.98 |
| Housing Management | 108 | <div><div></div><div></div><div></div></div> | | | | | 12 | 34 | 31 | 18 | 5 | -- | -- | 3.31 | 1.04 |
| Equal Employment Opportunity | 87 | <div><div></div><div></div><div></div></div> | | | | | 30 | 40 | 9 | 15 | 6 | -- | -- | 3.74 | 1.20 |
| Education Services | 94 | <div><div></div><div></div><div></div></div> | | | | | 14 | 34 | 26 | 16 | 11 | -- | -- | 3.24 | 1.19 |
| Training | 728 | <div><div></div><div></div><div></div></div> | | | | | 14 | 38 | 26 | 18 | 4 | -- | -- | 3.39 | 1.06 |
| Ammunition Management | 115 | <div><div></div><div></div><div></div></div> | | | | | 16 | 50 | 23 | 7 | 3 | -- | -- | 3.68 | 0.94 |
| Information Mission Area (IMA) | 882 | <div><div></div><div></div><div></div></div> | | | | | 13 | 36 | 27 | 18 | 5 | -- | -- | 3.34 | 1.08 |
| Intelligence (Excepted Services Only) | 469 | <div><div></div><div></div><div></div></div> | | | | | 11 | 33 | 32 | 21 | 3 | -- | -- | 3.27 | 1.02 |
| Military Personnel Management | 261 | <div><div></div><div></div><div></div></div> | | | | | 12 | 34 | 31 | 16 | 7 | -- | -- | 3.28 | 1.09 |

■ = % Favorable (Satisfied) ■ = % Neither satisfied/dissatisfied ■ = % Unfavorable (Dissatisfied)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | 1 | | | |
| OVERALL SATISFACTION | | | | | | | | | | | | | | | |
| 24d. Considering everything, how satisfied or dissatisfied are you with the recognition you receive for doing a good job? | | | | | | | | | | | | | | | |
| Total Army | 19220 | 53%22%25% | | | | | 16 | 37 | 22 | 17 | 8 | -5 | -6 | 3.36 | 1.18 |
| Total Career Program | 9602 | 55%23%23% | | | | | 16 | 38 | 23 | 16 | 7 | -5 | -6 | 3.41 | 1.15 |
| Civilian Personnel Administration | 229 | 60%21%20% | | | | | 19 | 41 | 21 | 16 | 4 | -12 | -9 | 3.55 | 1.08 |
| Comptroller | 906 | 59%20%21% | | | | | 20 | 39 | 20 | 14 | 7 | -7 | -11 | 3.51 | 1.15 |
| Safety Management | 254 | 53%24%22% | | | | | 15 | 38 | 24 | 17 | 6 | +4 | -9 | 3.41 | 1.10 |
| Supply Management | 764 | 53%24%23% | | | | | 16 | 37 | 24 | 16 | 8 | -8 | -10 | 3.37 | 1.16 |
| Contracting and Acquisition | 437 | 53%24%23% | | | | | 16 | 37 | 24 | 16 | 7 | -9 | -5 | 3.40 | 1.14 |
| Quality and Reliability Assurance | 73 | 62%14%25% | | | | | 18 | 44 | 14 | 16 | 8 | +15 | +14 | 3.47 | 1.19 |
| Engineers and Scientists (Non-Construction) | 1060 | 57%23%20% | | | | | 16 | 40 | 23 | 13 | 6 | -5 | -5 | 3.47 | 1.11 |
| Materiel Maintenance Management | 796 | 55%22%24% | | | | | 17 | 38 | 22 | 15 | 8 | -5 | -1 | 3.40 | 1.18 |
| Engineers and Scientists (Construction) | 1337 | 58%23%19% | | | | | 15 | 42 | 23 | 13 | 6 | -2 | -4 | 3.48 | 1.08 |
| Security | 217 | 51%24%26% | | | | | 17 | 34 | 24 | 18 | 8 | -10 | -8 | 3.34 | 1.18 |
| Quality Assurance Specialists (Ammunition Surveillance) | 52 | 56%23%21% | | | | | 13 | 42 | 23 | 15 | 6 | +2 | -2 | 3.42 | 1.08 |
| Public Affairs and Communication Media | 148 | 47%22%31% | | | | | 16 | 32 | 22 | 20 | 11 | -3 | -5 | 3.20 | 1.25 |
| Transportation Management | 189 | 52%23%24% | | | | | 14 | 38 | 23 | 16 | 8 | -13 | -3 | 3.34 | 1.16 |
| Manpower and Force Management | 350 | 54%25%21% | | | | | 13 | 41 | 25 | 15 | 5 | -7 | -11 | 3.41 | 1.06 |
| Housing Management | 107 | 45%25%30% | | | | | 19 | 26 | 25 | 21 | 9 | -21 | 0 | 3.24 | 1.24 |
| Equal Employment Opportunity | 86 | 53%15%31% | | | | | 23 | 30 | 15 | 21 | 10 | -8 | +6 | 3.35 | 1.32 |
| Education Services | 95 | 47%22%31% | | | | | 17 | 31 | 22 | 21 | 9 | -5 | -10 | 3.24 | 1.23 |
| Training | 729 | 52%20%28% | | | | | 16 | 36 | 20 | 18 | 10 | -6 | -5 | 3.29 | 1.22 |
| Ammunition Management | 114 | 58%18%25% | | | | | 20 | 38 | 18 | 19 | 5 | -12 | -8 | 3.48 | 1.16 |
| Information Mission Area (IMA) | 878 | 51%24%25% | | | | | 15 | 36 | 24 | 17 | 8 | 0 | -3 | 3.32 | 1.17 |
| Intelligence (Excepted Services Only) | 469 | 54%22%25% | | | | | 13 | 41 | 22 | 17 | 7 | 0 | -5 | 3.35 | 1.13 |
| Military Personnel Management | 260 | 51%26%23% | | | | | 17 | 34 | 26 | 14 | 9 | -- | -- | 3.36 | 1.18 |

■ = % Favorable (Satisfied) ■ = % Neither satisfied/dissatisfied ■ = % Unfavorable (Dissatisfied)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev |
|--|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|---|----------------------------|----------------------------|------|------------|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | 1 | | | |
| OVERALL SATISFACTION | | | | | | | | | | | | | | | |
| 24e. Considering everything, how satisfied or dissatisfied are you with your involvement in decisions that affect your work? | | | | | | | | | | | | | | | |
| Total Army | 19216 | 63%17%20% | | | | | 21 | 42 | 17 | 14 | 6 | -- | -- | 3.56 | 1.15 |
| Total Career Program | 9602 | 64%16%20% | | | | | 21 | 43 | 16 | 14 | 6 | -- | -- | 3.60 | 1.13 |
| Civilian Personnel Administration | 228 | 68%16%16% | | | | | 21 | 46 | 16 | 13 | 3 | -- | -- | 3.70 | 1.04 |
| Comptroller | 907 | 65%17%18% | | | | | 24 | 41 | 17 | 13 | 5 | -- | -- | 3.66 | 1.13 |
| Safety Management | 254 | 69%17%14% | | | | | 22 | 47 | 17 | 9 | 4 | -- | -- | 3.73 | 1.04 |
| Supply Management | 766 | 63%19%18% | | | | | 21 | 43 | 19 | 12 | 6 | -- | -- | 3.60 | 1.12 |
| Contracting and Acquisition | 437 | 61%18%22% | | | | | 20 | 40 | 18 | 14 | 7 | -- | -- | 3.52 | 1.17 |
| Quality and Reliability Assurance | 73 | 67%16%16% | | | | | 19 | 48 | 16 | 10 | 7 | -- | -- | 3.63 | 1.10 |
| Engineers and Scientists (Non-Construction) | 1059 | 66%17%17% | | | | | 20 | 46 | 17 | 12 | 5 | -- | -- | 3.63 | 1.08 |
| Materiel Maintenance Management | 793 | 65%15%20% | | | | | 22 | 43 | 15 | 15 | 5 | -- | -- | 3.61 | 1.13 |
| Engineers and Scientists (Construction) | 1335 | 67%16%18% | | | | | 21 | 45 | 16 | 13 | 5 | -- | -- | 3.66 | 1.10 |
| Security | 217 | 64%14%22% | | | | | 22 | 42 | 14 | 16 | 6 | -- | -- | 3.59 | 1.16 |
| Quality Assurance Specialists (Ammunition Surveillance) | 53 | 60%15%25% | | | | | 13 | 47 | 15 | 15 | 9 | -- | -- | 3.40 | 1.17 |
| Public Affairs and Communication Media | 147 | 54%17%29% | | | | | 15 | 39 | 17 | 22 | 7 | -- | -- | 3.32 | 1.18 |
| Transportation Management | 187 | 65%17%19% | | | | | 22 | 42 | 17 | 13 | 5 | -- | -- | 3.63 | 1.13 |
| Manpower and Force Management | 349 | 63%19%17% | | | | | 18 | 46 | 19 | 12 | 6 | -- | -- | 3.58 | 1.09 |
| Housing Management | 107 | 66%13%21% | | | | | 22 | 44 | 13 | 14 | 7 | -- | -- | 3.62 | 1.17 |
| Equal Employment Opportunity | 87 | 70%13%17% | | | | | 31 | 39 | 13 | 13 | 5 | -- | -- | 3.79 | 1.15 |
| Education Services | 95 | 57%21%22% | | | | | 20 | 37 | 21 | 14 | 8 | -- | -- | 3.46 | 1.19 |
| Training | 729 | 61%13%26% | | | | | 21 | 40 | 13 | 17 | 9 | -- | -- | 3.47 | 1.24 |
| Ammunition Management | 115 | 72%9%19% | | | | | 27 | 45 | 9 | 14 | 5 | -- | -- | 3.75 | 1.15 |
| Information Mission Area (IMA) | 881 | 61%16%23% | | | | | 19 | 42 | 16 | 16 | 6 | -- | -- | 3.51 | 1.16 |
| Intelligence (Excepted Services Only) | 470 | 63%16%21% | | | | | 17 | 46 | 16 | 14 | 7 | -- | -- | 3.52 | 1.14 |
| Military Personnel Management | 261 | 65%18%17% | | | | | 23 | 43 | 18 | 11 | 6 | -- | -- | 3.64 | 1.13 |

■ = % Favorable (Satisfied) ■ = % Neither satisfied/dissatisfied ■ = % Unfavorable (Dissatisfied)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev |
|--|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|---|----------------------------|----------------------------|------|------------|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | 1 | | | |
| OVERALL SATISFACTION | | | | | | | | | | | | | | | |
| 24f. Considering everything, how satisfied or dissatisfied are you with your opportunities to be innovative or expand the scope of your job? | | | | | | | | | | | | | | | |
| Total Army | 19215 | 61%20%19% | | | | | 20 | 41 | 20 | 13 | 6 | +1 | -2 | 3.57 | 1.12 |
| Total Career Program | 9599 | 63%19%17% | | | | | 21 | 42 | 19 | 13 | 5 | +1 | -1 | 3.63 | 1.09 |
| Civilian Personnel Administration | 228 | 68%18%14% | | | | | 24 | 45 | 18 | 11 | 3 | -2 | 0 | 3.76 | 1.02 |
| Comptroller | 906 | 64%19%17% | | | | | 24 | 40 | 19 | 13 | 4 | -1 | -9 | 3.67 | 1.10 |
| Safety Management | 254 | 66%19%15% | | | | | 22 | 44 | 19 | 12 | 3 | +6 | 0 | 3.71 | 1.03 |
| Supply Management | 764 | 62%21%18% | | | | | 20 | 42 | 21 | 12 | 5 | -3 | -4 | 3.59 | 1.09 |
| Contracting and Acquisition | 437 | 62%18%21% | | | | | 21 | 41 | 18 | 15 | 5 | -4 | -4 | 3.56 | 1.14 |
| Quality and Reliability Assurance | 72 | 67%17%17% | | | | | 18 | 49 | 17 | 13 | 4 | +12 | +7 | 3.64 | 1.04 |
| Engineers and Scientists (Non-Construction) | 1057 | 67%19%14% | | | | | 22 | 46 | 19 | 10 | 4 | +3 | +2 | 3.71 | 1.04 |
| Materiel Maintenance Management | 794 | 63%19%18% | | | | | 21 | 42 | 19 | 13 | 5 | 0 | -3 | 3.62 | 1.10 |
| Engineers and Scientists (Construction) | 1335 | 65%21%15% | | | | | 22 | 43 | 21 | 11 | 4 | +4 | +2 | 3.68 | 1.04 |
| Security | 217 | 58%21%21% | | | | | 23 | 35 | 21 | 15 | 6 | -3 | +2 | 3.55 | 1.16 |
| Quality Assurance Specialists (Ammunition Surveillance) | 53 | 62%17%21% | | | | | 15 | 47 | 17 | 11 | 9 | +12 | -13 | 3.47 | 1.16 |
| Public Affairs and Communication Media | 148 | 61%18%22% | | | | | 16 | 45 | 18 | 16 | 6 | +12 | +5 | 3.49 | 1.12 |
| Transportation Management | 188 | 58%26%16% | | | | | 21 | 37 | 26 | 12 | 5 | -5 | +1 | 3.57 | 1.09 |
| Manpower and Force Management | 350 | 63%17%20% | | | | | 17 | 45 | 17 | 15 | 5 | -3 | -6 | 3.56 | 1.08 |
| Housing Management | 107 | 61%23%16% | | | | | 24 | 36 | 23 | 13 | 3 | -4 | +15 | 3.66 | 1.07 |
| Equal Employment Opportunity | 87 | 69%20%11% | | | | | 33 | 36 | 20 | 6 | 6 | -4 | +5 | 3.85 | 1.12 |
| Education Services | 95 | 58%25%17% | | | | | 17 | 41 | 25 | 9 | 7 | -6 | -10 | 3.51 | 1.10 |
| Training | 727 | 60%20%20% | | | | | 22 | 37 | 20 | 14 | 6 | -1 | -1 | 3.56 | 1.15 |
| Ammunition Management | 114 | 67%17%17% | | | | | 25 | 41 | 17 | 13 | 4 | -7 | -8 | 3.72 | 1.09 |
| Information Mission Area (IMA) | 882 | 59%20%22% | | | | | 20 | 39 | 20 | 16 | 6 | +7 | -4 | 3.51 | 1.15 |
| Intelligence (Excepted Services Only) | 470 | 65%17%17% | | | | | 19 | 46 | 17 | 13 | 5 | +4 | +10 | 3.62 | 1.08 |
| Military Personnel Management | 262 | 64%21%15% | | | | | 23 | 41 | 21 | 8 | 7 | -- | -- | 3.65 | 1.13 |

■ = % Favorable (Satisfied) ■ = % Neither satisfied/dissatisfied ■ = % Unfavorable (Dissatisfied)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev |
|--|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | 1 | | | |
| OVERALL SATISFACTION | | | | | | | | | | | | | | | |
| 24g. Considering everything, how satisfied or dissatisfied are you with your opportunity to get a better job in your organization? | | | | | | | | | | | | | | | |
| Total Army | 19222 | <div><div></div><div></div><div></div></div> | | | | | 10 | 27 | 35 | 19 | 9 | +4 | +3 | 3.09 | 1.11 |
| Total Career Program | 9594 | <div><div></div><div></div><div></div></div> | | | | | 11 | 28 | 35 | 18 | 8 | +4 | +4 | 3.15 | 1.09 |
| Civilian Personnel Administration | 227 | <div><div></div><div></div><div></div></div> | | | | | 17 | 33 | 33 | 14 | 4 | 0 | +3 | 3.44 | 1.05 |
| Comptroller | 907 | <div><div></div><div></div><div></div></div> | | | | | 12 | 28 | 36 | 16 | 7 | +3 | +1 | 3.24 | 1.07 |
| Safety Management | 254 | <div><div></div><div></div><div></div></div> | | | | | 12 | 20 | 44 | 17 | 6 | +11 | -3 | 3.15 | 1.04 |
| Supply Management | 764 | <div><div></div><div></div><div></div></div> | | | | | 10 | 28 | 34 | 19 | 9 | 0 | +4 | 3.12 | 1.10 |
| Contracting and Acquisition | 437 | <div><div></div><div></div><div></div></div> | | | | | 12 | 34 | 34 | 14 | 7 | +2 | +7 | 3.30 | 1.06 |
| Quality and Reliability Assurance | 73 | <div><div></div><div></div><div></div></div> | | | | | 12 | 25 | 37 | 19 | 7 | +15 | +16 | 3.16 | 1.09 |
| Engineers and Scientists (Non-Construction) | 1058 | <div><div></div><div></div><div></div></div> | | | | | 10 | 33 | 35 | 16 | 6 | +9 | +5 | 3.26 | 1.04 |
| Materiel Maintenance Management | 795 | <div><div></div><div></div><div></div></div> | | | | | 11 | 31 | 34 | 16 | 7 | +6 | +5 | 3.23 | 1.08 |
| Engineers and Scientists (Construction) | 1333 | <div><div></div><div></div><div></div></div> | | | | | 12 | 36 | 33 | 14 | 6 | +8 | +9 | 3.36 | 1.04 |
| Security | 217 | <div><div></div><div></div><div></div></div> | | | | | 12 | 23 | 37 | 17 | 11 | +2 | +5 | 3.09 | 1.15 |
| Quality Assurance Specialists (Ammunition Surveillance) | 53 | <div><div></div><div></div><div></div></div> | | | | | 15 | 25 | 38 | 17 | 6 | +8 | -8 | 3.26 | 1.08 |
| Public Affairs and Communication Media | 147 | <div><div></div><div></div><div></div></div> | | | | | 6 | 16 | 46 | 20 | 12 | +8 | 0 | 2.83 | 1.03 |
| Transportation Management | 189 | <div><div></div><div></div><div></div></div> | | | | | 9 | 24 | 34 | 22 | 11 | +3 | +1 | 2.97 | 1.12 |
| Manpower and Force Management | 349 | <div><div></div><div></div><div></div></div> | | | | | 8 | 30 | 34 | 20 | 7 | -1 | -1 | 3.12 | 1.05 |
| Housing Management | 108 | <div><div></div><div></div><div></div></div> | | | | | 14 | 22 | 39 | 17 | 8 | -2 | +17 | 3.17 | 1.12 |
| Equal Employment Opportunity | 87 | <div><div></div><div></div><div></div></div> | | | | | 11 | 25 | 37 | 18 | 8 | +15 | +20 | 3.14 | 1.10 |
| Education Services | 95 | <div><div></div><div></div><div></div></div> | | | | | 12 | 24 | 31 | 23 | 11 | +8 | +8 | 3.03 | 1.16 |
| Training | 727 | <div><div></div><div></div><div></div></div> | | | | | 9 | 23 | 33 | 21 | 13 | +3 | +5 | 2.94 | 1.15 |
| Ammunition Management | 115 | <div><div></div><div></div><div></div></div> | | | | | 10 | 36 | 31 | 15 | 9 | +5 | -6 | 3.23 | 1.09 |
| Information Mission Area (IMA) | 879 | <div><div></div><div></div><div></div></div> | | | | | 8 | 22 | 38 | 21 | 11 | +6 | +5 | 2.95 | 1.09 |
| Intelligence (Excepted Services Only) | 468 | <div><div></div><div></div><div></div></div> | | | | | 7 | 19 | 35 | 25 | 13 | +2 | +2 | 2.83 | 1.11 |
| Military Personnel Management | 260 | <div><div></div><div></div><div></div></div> | | | | | 10 | 23 | 39 | 17 | 11 | -- | -- | 3.03 | 1.11 |

= % Favorable (Satisfied)
 = % Neither satisfied/dissatisfied
 = % Unfavorable (Dissatisfied)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev |
|---|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | |
| OVERALL SATISFACTION | | | | | | | | | | | | | | | |
| 24h. Considering everything, how satisfied or dissatisfied are you with your opportunities for promotion? | | | | | | | | | | | | | | | |
| Total Army | 19212 | <div><div></div><div></div><div></div></div> | | | | | 9 | 26 | 32 | 22 | 11 | 0 | -2 | 2.99 | 1.13 |
| Total Career Program | 9603 | <div><div></div><div></div><div></div></div> | | | | | 9 | 28 | 33 | 20 | 10 | 0 | -2 | 3.05 | 1.11 |
| Civilian Personnel Administration | 227 | <div><div></div><div></div><div></div></div> | | | | | 16 | 32 | 35 | 13 | 4 | -3 | -6 | 3.42 | 1.04 |
| Comptroller | 907 | <div><div></div><div></div><div></div></div> | | | | | 11 | 28 | 34 | 19 | 8 | -2 | -5 | 3.14 | 1.10 |
| Safety Management | 253 | <div><div></div><div></div><div></div></div> | | | | | 9 | 21 | 36 | 25 | 9 | +7 | -4 | 2.95 | 1.09 |
| Supply Management | 765 | <div><div></div><div></div><div></div></div> | | | | | 10 | 27 | 31 | 23 | 9 | -2 | -4 | 3.06 | 1.12 |
| Contracting and Acquisition | 437 | <div><div></div><div></div><div></div></div> | | | | | 10 | 33 | 32 | 18 | 7 | +1 | -1 | 3.20 | 1.07 |
| Quality and Reliability Assurance | 73 | <div><div></div><div></div><div></div></div> | | | | | 5 | 27 | 37 | 16 | 14 | +3 | +13 | 2.95 | 1.10 |
| Engineers and Scientists (Non-Construction) | 1060 | <div><div></div><div></div><div></div></div> | | | | | 9 | 32 | 35 | 16 | 8 | +3 | -1 | 3.17 | 1.07 |
| Materiel Maintenance Management | 796 | <div><div></div><div></div><div></div></div> | | | | | 10 | 29 | 34 | 17 | 10 | -5 | -2 | 3.11 | 1.12 |
| Engineers and Scientists (Construction) | 1337 | <div><div></div><div></div><div></div></div> | | | | | 10 | 35 | 31 | 17 | 7 | +3 | +6 | 3.25 | 1.06 |
| Security | 216 | <div><div></div><div></div><div></div></div> | | | | | 8 | 19 | 35 | 25 | 13 | -11 | -5 | 2.86 | 1.12 |
| Quality Assurance Specialists (Ammunition Surveillance) | 53 | <div><div></div><div></div><div></div></div> | | | | | 9 | 32 | 38 | 17 | 4 | +2 | -8 | 3.26 | 0.97 |
| Public Affairs and Communication Media | 148 | <div><div></div><div></div><div></div></div> | | | | | 6 | 18 | 32 | 27 | 17 | +4 | +2 | 2.70 | 1.13 |
| Transportation Management | 189 | <div><div></div><div></div><div></div></div> | | | | | 9 | 21 | 33 | 26 | 11 | -4 | -10 | 2.91 | 1.13 |
| Manpower and Force Management | 348 | <div><div></div><div></div><div></div></div> | | | | | 6 | 30 | 35 | 21 | 9 | -8 | -6 | 3.03 | 1.04 |
| Housing Management | 108 | <div><div></div><div></div><div></div></div> | | | | | 9 | 25 | 28 | 29 | 9 | -2 | +5 | 2.96 | 1.13 |
| Equal Employment Opportunity | 86 | <div><div></div><div></div><div></div></div> | | | | | 10 | 23 | 30 | 21 | 15 | -2 | +8 | 2.93 | 1.21 |
| Education Services | 94 | <div><div></div><div></div><div></div></div> | | | | | 10 | 22 | 31 | 18 | 19 | -6 | -7 | 2.85 | 1.24 |
| Training | 729 | <div><div></div><div></div><div></div></div> | | | | | 6 | 23 | 30 | 26 | 15 | 0 | -1 | 2.80 | 1.14 |
| Ammunition Management | 115 | <div><div></div><div></div><div></div></div> | | | | | 9 | 35 | 28 | 20 | 9 | -11 | -15 | 3.15 | 1.11 |
| Information Mission Area (IMA) | 878 | <div><div></div><div></div><div></div></div> | | | | | 6 | 22 | 34 | 24 | 13 | +3 | -1 | 2.85 | 1.10 |
| Intelligence (Excepted Services Only) | 470 | <div><div></div><div></div><div></div></div> | | | | | 6 | 18 | 32 | 28 | 16 | -1 | -4 | 2.71 | 1.12 |
| Military Personnel Management | 262 | <div><div></div><div></div><div></div></div> | | | | | 8 | 26 | 34 | 19 | 13 | -- | -- | 2.96 | 1.14 |

■ = % Favorable (Satisfied) ■ = % Neither satisfied/dissatisfied ■ = % Unfavorable (Dissatisfied)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev |
|--|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | 1 | | | |
| OVERALL SATISFACTION | | | | | | | | | | | | | | | |
| 24i. Considering everything, how satisfied or dissatisfied are you with management at your organization? | | | | | | | | | | | | | | | |
| Total Army | 19210 | 54%21%25% | | | | | 15 | 39 | 21 | 15 | 10 | -4 | -4 | 3.35 | 1.19 |
| Total Career Program | 9593 | 55%21%25% | | | | | 15 | 40 | 21 | 15 | 9 | -3 | -3 | 3.36 | 1.18 |
| Civilian Personnel Administration | 228 | 66%14%20% | | | | | 22 | 43 | 14 | 14 | 6 | 0 | -3 | 3.62 | 1.15 |
| Comptroller | 905 | 57%18%25% | | | | | 19 | 38 | 18 | 16 | 9 | -7 | -11 | 3.43 | 1.21 |
| Safety Management | 251 | 59%22%19% | | | | | 18 | 41 | 22 | 13 | 6 | -1 | -6 | 3.53 | 1.10 |
| Supply Management | 763 | 54%22%24% | | | | | 14 | 40 | 22 | 14 | 10 | -3 | -3 | 3.33 | 1.19 |
| Contracting and Acquisition | 436 | 55%20%25% | | | | | 15 | 39 | 20 | 18 | 8 | -1 | -1 | 3.37 | 1.17 |
| Quality and Reliability Assurance | 73 | 58%18%25% | | | | | 16 | 41 | 18 | 12 | 12 | +22 | +23 | 3.37 | 1.24 |
| Engineers and Scientists (Non-Construction) | 1057 | 55%20%25% | | | | | 13 | 42 | 20 | 16 | 9 | -3 | -2 | 3.34 | 1.15 |
| Materiel Maintenance Management | 795 | 56%23%21% | | | | | 16 | 40 | 23 | 12 | 9 | -1 | -1 | 3.41 | 1.17 |
| Engineers and Scientists (Construction) | 1336 | 58%20%22% | | | | | 15 | 44 | 20 | 14 | 8 | +3 | +2 | 3.44 | 1.13 |
| Security | 217 | 53%22%25% | | | | | 16 | 37 | 22 | 12 | 13 | -11 | -8 | 3.31 | 1.25 |
| Quality Assurance Specialists (Ammunition Surveillance) | 53 | 47%34%19% | | | | | 11 | 36 | 34 | 9 | 9 | +1 | -18 | 3.30 | 1.09 |
| Public Affairs and Communication Media | 148 | 53%17%30% | | | | | 14 | 40 | 17 | 15 | 15 | +2 | -1 | 3.22 | 1.28 |
| Transportation Management | 189 | 52%22%25% | | | | | 15 | 37 | 22 | 15 | 10 | -6 | -2 | 3.32 | 1.20 |
| Manpower and Force Management | 349 | 53%21%27% | | | | | 12 | 40 | 21 | 17 | 9 | -11 | -12 | 3.29 | 1.16 |
| Housing Management | 108 | 52%20%28% | | | | | 13 | 39 | 20 | 20 | 7 | 0 | +18 | 3.30 | 1.15 |
| Equal Employment Opportunity | 86 | 69%16%15% | | | | | 26 | 43 | 16 | 8 | 7 | -6 | +12 | 3.72 | 1.14 |
| Education Services | 95 | 45%18%37% | | | | | 18 | 27 | 18 | 26 | 11 | -12 | -10 | 3.16 | 1.28 |
| Training | 729 | 52%20%28% | | | | | 14 | 38 | 20 | 16 | 11 | -3 | -4 | 3.27 | 1.22 |
| Ammunition Management | 114 | 58%12%30% | | | | | 23 | 35 | 12 | 21 | 9 | -16 | +1 | 3.42 | 1.28 |
| Information Mission Area (IMA) | 879 | 50%25%25% | | | | | 15 | 35 | 25 | 16 | 9 | -3 | -3 | 3.31 | 1.17 |
| Intelligence (Excepted Services Only) | 470 | 48%21%31% | | | | | 9 | 39 | 21 | 20 | 11 | -1 | -2 | 3.15 | 1.17 |
| Military Personnel Management | 261 | 57%20%23% | | | | | 18 | 39 | 20 | 11 | 12 | -- | -- | 3.40 | 1.24 |

■ = % Favorable (Satisfied) ■ = % Neither satisfied/dissatisfied ■ = % Unfavorable (Dissatisfied)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | | |
|--|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|---|--|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 | |
| OVERALL SATISFACTION | | | | | | | | | | | | | | | | | |
| 24j. Considering everything, how satisfied or dissatisfied are you with the information you receive from management on what's going on in your organization? | | | | | | | | | | | | | | | | | |
| Total Army | 19229 | <div><div></div><div></div><div></div></div> | | | | | 16 | 40 | 20 | 15 | 8 | -- | -- | 3.40 | 1.17 | | |
| Total Career Program | 9606 | <div><div></div><div></div><div></div></div> | | | | | 16 | 41 | 20 | 16 | 8 | -- | -- | 3.41 | 1.16 | | |
| Civilian Personnel Administration | 228 | <div><div></div><div></div><div></div></div> | | | | | 21 | 46 | 14 | 14 | 5 | -- | -- | 3.66 | 1.10 | | |
| Comptroller | 908 | <div><div></div><div></div><div></div></div> | | | | | 19 | 42 | 18 | 16 | 7 | -- | -- | 3.50 | 1.16 | | |
| Safety Management | 254 | <div><div></div><div></div><div></div></div> | | | | | 22 | 44 | 15 | 14 | 4 | -- | -- | 3.65 | 1.10 | | |
| Supply Management | 766 | <div><div></div><div></div><div></div></div> | | | | | 15 | 41 | 20 | 16 | 8 | -- | -- | 3.39 | 1.16 | | |
| Contracting and Acquisition | 437 | <div><div></div><div></div><div></div></div> | | | | | 14 | 41 | 20 | 16 | 10 | -- | -- | 3.32 | 1.18 | | |
| Quality and Reliability Assurance | 73 | <div><div></div><div></div><div></div></div> | | | | | 16 | 40 | 14 | 23 | 7 | -- | -- | 3.36 | 1.20 | | |
| Engineers and Scientists (Non-Construction) | 1058 | <div><div></div><div></div><div></div></div> | | | | | 14 | 42 | 20 | 16 | 8 | -- | -- | 3.37 | 1.15 | | |
| Materiel Maintenance Management | 797 | <div><div></div><div></div><div></div></div> | | | | | 16 | 43 | 20 | 15 | 7 | -- | -- | 3.46 | 1.13 | | |
| Engineers and Scientists (Construction) | 1334 | <div><div></div><div></div><div></div></div> | | | | | 15 | 43 | 21 | 15 | 6 | -- | -- | 3.48 | 1.09 | | |
| Security | 216 | <div><div></div><div></div><div></div></div> | | | | | 18 | 37 | 20 | 18 | 8 | -- | -- | 3.38 | 1.20 | | |
| Quality Assurance Specialists (Ammunition Surveillance) | 53 | <div><div></div><div></div><div></div></div> | | | | | 9 | 38 | 21 | 25 | 8 | -- | -- | 3.17 | 1.13 | | |
| Public Affairs and Communication Media | 147 | <div><div></div><div></div><div></div></div> | | | | | 17 | 40 | 18 | 14 | 10 | -- | -- | 3.39 | 1.22 | | |
| Transportation Management | 189 | <div><div></div><div></div><div></div></div> | | | | | 14 | 44 | 23 | 13 | 6 | -- | -- | 3.49 | 1.07 | | |
| Manpower and Force Management | 350 | <div><div></div><div></div><div></div></div> | | | | | 14 | 44 | 16 | 19 | 7 | -- | -- | 3.39 | 1.16 | | |
| Housing Management | 108 | <div><div></div><div></div><div></div></div> | | | | | 15 | 42 | 25 | 12 | 6 | -- | -- | 3.46 | 1.08 | | |
| Equal Employment Opportunity | 86 | <div><div></div><div></div><div></div></div> | | | | | 30 | 42 | 12 | 10 | 6 | -- | -- | 3.80 | 1.15 | | |
| Education Services | 95 | <div><div></div><div></div><div></div></div> | | | | | 16 | 29 | 18 | 21 | 16 | -- | -- | 3.08 | 1.33 | | |
| Training | 729 | <div><div></div><div></div><div></div></div> | | | | | 15 | 38 | 20 | 16 | 11 | -- | -- | 3.31 | 1.22 | | |
| Ammunition Management | 115 | <div><div></div><div></div><div></div></div> | | | | | 22 | 38 | 17 | 14 | 9 | -- | -- | 3.50 | 1.22 | | |
| Information Mission Area (IMA) | 881 | <div><div></div><div></div><div></div></div> | | | | | 16 | 37 | 23 | 15 | 9 | -- | -- | 3.37 | 1.18 | | |
| Intelligence (Excepted Services Only) | 469 | <div><div></div><div></div><div></div></div> | | | | | 9 | 39 | 22 | 22 | 8 | -- | -- | 3.20 | 1.12 | | |
| Military Personnel Management | 261 | <div><div></div><div></div><div></div></div> | | | | | 17 | 44 | 20 | 9 | 11 | -- | -- | 3.47 | 1.19 | | |

■ = % Favorable (Satisfied) ■ = % Neither satisfied/dissatisfied ■ = % Unfavorable (Dissatisfied)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev |
|--|--------|---|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | 1 | | | |
| OVERALL SATISFACTION | | | | | | | | | | | | | | | |
| 24k. Considering everything, how satisfied or dissatisfied are you with policies and practices of your senior leaders? | | | | | | | | | | | | | | | |
| Total Army | 19220 | <div><div></div><div></div><div></div></div> <div>51%23%26%</div> | | | | | 14 | 36 | 23 | 16 | 10 | -2 | -1 | 3.28 | 1.19 |
| Total Career Program | 9609 | <div><div></div><div></div><div></div></div> <div>51%23%26%</div> | | | | | 14 | 37 | 23 | 17 | 10 | -1 | -1 | 3.29 | 1.18 |
| Civilian Personnel Administration | 228 | <div><div></div><div></div><div></div></div> <div>58%23%19%</div> | | | | | 19 | 39 | 23 | 12 | 7 | +3 | -2 | 3.52 | 1.14 |
| Comptroller | 908 | <div><div></div><div></div><div></div></div> <div>56%21%23%</div> | | | | | 16 | 40 | 21 | 15 | 8 | -3 | -7 | 3.40 | 1.16 |
| Safety Management | 254 | <div><div></div><div></div><div></div></div> <div>63%19%18%</div> | | | | | 21 | 43 | 19 | 14 | 4 | +4 | +1 | 3.62 | 1.09 |
| Supply Management | 765 | <div><div></div><div></div><div></div></div> <div>51%24%25%</div> | | | | | 15 | 36 | 24 | 15 | 10 | -2 | -3 | 3.32 | 1.18 |
| Contracting and Acquisition | 437 | <div><div></div><div></div><div></div></div> <div>49%23%29%</div> | | | | | 12 | 37 | 23 | 18 | 11 | +2 | -2 | 3.22 | 1.18 |
| Quality and Reliability Assurance | 73 | <div><div></div><div></div><div></div></div> <div>51%21%29%</div> | | | | | 14 | 37 | 21 | 15 | 14 | +21 | +11 | 3.22 | 1.25 |
| Engineers and Scientists (Non-Construction) | 1058 | <div><div></div><div></div><div></div></div> <div>49%25%27%</div> | | | | | 11 | 38 | 25 | 17 | 10 | -4 | -1 | 3.23 | 1.15 |
| Materiel Maintenance Management | 794 | <div><div></div><div></div><div></div></div> <div>50%25%24%</div> | | | | | 15 | 36 | 25 | 14 | 10 | 0 | -3 | 3.30 | 1.19 |
| Engineers and Scientists (Construction) | 1337 | <div><div></div><div></div><div></div></div> <div>50%24%26%</div> | | | | | 12 | 39 | 24 | 17 | 9 | +2 | +5 | 3.28 | 1.14 |
| Security | 217 | <div><div></div><div></div><div></div></div> <div>50%21%29%</div> | | | | | 16 | 34 | 21 | 18 | 11 | -7 | -11 | 3.26 | 1.23 |
| Quality Assurance Specialists (Ammunition Surveillance) | 53 | <div><div></div><div></div><div></div></div> <div>45%26%28%</div> | | | | | 9 | 36 | 26 | 19 | 9 | +8 | -10 | 3.17 | 1.13 |
| Public Affairs and Communication Media | 148 | <div><div></div><div></div><div></div></div> <div>54%16%30%</div> | | | | | 15 | 39 | 16 | 19 | 11 | +4 | +2 | 3.27 | 1.25 |
| Transportation Management | 189 | <div><div></div><div></div><div></div></div> <div>48%26%26%</div> | | | | | 12 | 35 | 26 | 19 | 7 | -5 | +7 | 3.26 | 1.12 |
| Manpower and Force Management | 350 | <div><div></div><div></div><div></div></div> <div>52%19%29%</div> | | | | | 13 | 40 | 19 | 20 | 9 | -3 | -6 | 3.27 | 1.17 |
| Housing Management | 108 | <div><div></div><div></div><div></div></div> <div>47%30%23%</div> | | | | | 10 | 37 | 30 | 17 | 6 | -7 | +13 | 3.28 | 1.06 |
| Equal Employment Opportunity | 87 | <div><div></div><div></div><div></div></div> <div>61%21%18%</div> | | | | | 24 | 37 | 21 | 10 | 8 | -7 | +10 | 3.59 | 1.19 |
| Education Services | 95 | <div><div></div><div></div><div></div></div> <div>39%21%40%</div> | | | | | 15 | 24 | 21 | 26 | 14 | -9 | -12 | 3.00 | 1.28 |
| Training | 730 | <div><div></div><div></div><div></div></div> <div>50%21%29%</div> | | | | | 13 | 37 | 21 | 18 | 12 | +2 | 0 | 3.22 | 1.22 |
| Ammunition Management | 115 | <div><div></div><div></div><div></div></div> <div>58%17%25%</div> | | | | | 19 | 39 | 17 | 14 | 11 | -20 | +5 | 3.41 | 1.26 |
| Information Mission Area (IMA) | 881 | <div><div></div><div></div><div></div></div> <div>46%27%27%</div> | | | | | 15 | 31 | 27 | 18 | 10 | 0 | -2 | 3.23 | 1.19 |
| Intelligence (Excepted Services Only) | 469 | <div><div></div><div></div><div></div></div> <div>43%24%33%</div> | | | | | 8 | 36 | 24 | 21 | 12 | -4 | -4 | 3.06 | 1.16 |
| Military Personnel Management | 261 | <div><div></div><div></div><div></div></div> <div>57%19%23%</div> | | | | | 19 | 39 | 19 | 12 | 11 | -- | -- | 3.41 | 1.24 |

■ = % Favorable (Satisfied) ■ = % Neither satisfied/dissatisfied ■ = % Unfavorable (Dissatisfied)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev |
|--|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|---|----------------------------|----------------------------|------|------------|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | 1 | | | |
| OVERALL SATISFACTION | | | | | | | | | | | | | | | |
| 26a. I would recommend that others pursue a career as a civilian with this organization. | | | | | | | | | | | | | | | |
| Total Army | 19240 | 70%17%14% | | | | | 28 | 42 | 17 | 9 | 4 | +6 | +4 | 3.79 | 1.08 |
| Total Career Program | 9614 | 71%16%13% | | | | | 28 | 42 | 16 | 9 | 4 | +6 | +4 | 3.82 | 1.07 |
| Civilian Personnel Administration | 228 | 71%19%10% | | | | | 34 | 37 | 19 | 8 | 2 | +10 | 0 | 3.94 | 1.00 |
| Comptroller | 908 | 71%15%14% | | | | | 31 | 41 | 15 | 11 | 4 | +4 | 0 | 3.84 | 1.09 |
| Safety Management | 254 | 71%19%9% | | | | | 29 | 43 | 19 | 5 | 5 | +2 | +6 | 3.86 | 1.04 |
| Supply Management | 768 | 67%19%14% | | | | | 27 | 40 | 19 | 10 | 4 | +2 | +1 | 3.76 | 1.09 |
| Contracting and Acquisition | 438 | 71%14%15% | | | | | 30 | 41 | 14 | 9 | 5 | +3 | +2 | 3.81 | 1.12 |
| Quality and Reliability Assurance | 73 | 67%23%10% | | | | | 22 | 45 | 23 | 7 | 3 | -3 | +17 | 3.77 | 0.96 |
| Engineers and Scientists (Non-Construction) | 1059 | 73%16%11% | | | | | 30 | 43 | 16 | 8 | 3 | +1 | +2 | 3.88 | 1.03 |
| Materiel Maintenance Management | 795 | 72%16%11% | | | | | 30 | 42 | 16 | 8 | 4 | +6 | +2 | 3.87 | 1.04 |
| Engineers and Scientists (Construction) | 1338 | 78%13%9% | | | | | 33 | 45 | 13 | 7 | 3 | +17 | +13 | 3.99 | 0.98 |
| Security | 216 | 69%17%14% | | | | | 24 | 45 | 17 | 11 | 4 | -2 | +8 | 3.74 | 1.05 |
| Quality Assurance Specialists (Ammunition Surveillance) | 53 | 60%28%11% | | | | | 17 | 43 | 28 | 8 | 4 | +7 | -3 | 3.62 | 0.98 |
| Public Affairs and Communication Media | 148 | 63%15%22% | | | | | 24 | 39 | 15 | 15 | 7 | +8 | -3 | 3.57 | 1.21 |
| Transportation Management | 189 | 65%15%21% | | | | | 23 | 41 | 15 | 15 | 6 | +4 | +3 | 3.61 | 1.16 |
| Manpower and Force Management | 349 | 72%17%12% | | | | | 21 | 50 | 17 | 9 | 3 | +6 | +7 | 3.79 | 0.97 |
| Housing Management | 108 | 72%20%7% | | | | | 28 | 44 | 20 | 3 | 5 | +9 | +25 | 3.88 | 1.00 |
| Equal Employment Opportunity | 87 | 76%11%13% | | | | | 39 | 37 | 11 | 6 | 7 | +7 | +8 | 3.95 | 1.16 |
| Education Services | 94 | 62%21%17% | | | | | 29 | 33 | 21 | 13 | 4 | +6 | +12 | 3.69 | 1.14 |
| Training | 730 | 68%16%16% | | | | | 28 | 39 | 16 | 11 | 6 | +9 | -1 | 3.74 | 1.15 |
| Ammunition Management | 115 | 78%12%10% | | | | | 33 | 45 | 12 | 6 | 3 | +6 | +6 | 3.98 | 1.00 |
| Information Mission Area (IMA) | 881 | 65%18%16% | | | | | 23 | 42 | 18 | 10 | 6 | +11 | +9 | 3.66 | 1.12 |
| Intelligence (Excepted Services Only) | 469 | 64%21%15% | | | | | 20 | 44 | 21 | 10 | 5 | +2 | -3 | 3.65 | 1.05 |
| Military Personnel Management | 262 | 68%18%14% | | | | | 33 | 35 | 18 | 7 | 7 | -- | -- | 3.79 | 1.18 |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | | |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|---|----|----|----|----------------------------|----------------------------|------|------------|------|------|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 | |
| OVERALL SATISFACTION | | | | | | | | | | | | | | | | | |
| 26b. I would recommend that others pursue a career as a civilian with the Army. | | | | | | | | | | | | | | | | | |
| Total Army | 19196 | 85% | | | | | 11% | 5 | 38 | 47 | 11 | 3 | 1 | -- | -- | 4.17 | 0.84 |
| Total Career Program | 9598 | 85% | | | | | 10% | 4 | 38 | 47 | 10 | 3 | 1 | -- | -- | 4.18 | 0.84 |
| Civilian Personnel Administration | 228 | 89% | | | | | 9% | | 47 | 42 | 9 | 1 | 1 | -- | -- | 4.32 | 0.77 |
| Comptroller | 907 | 88% | | | | | 8% | 4 | 41 | 46 | 8 | 3 | 1 | -- | -- | 4.23 | 0.82 |
| Safety Management | 254 | 86% | | | | | 11% | | 40 | 46 | 11 | 2 | 1 | -- | -- | 4.23 | 0.78 |
| Supply Management | 766 | 89% | | | | | 9% | | 47 | 41 | 9 | 1 | 1 | -- | -- | 4.33 | 0.77 |
| Contracting and Acquisition | 438 | 87% | | | | | 10% | 3 | 38 | 49 | 10 | 2 | 1 | -- | -- | 4.21 | 0.77 |
| Quality and Reliability Assurance | 73 | 88% | | | | | 8% | 4 | 41 | 47 | 8 | 1 | 3 | -- | -- | 4.22 | 0.86 |
| Engineers and Scientists (Non-Construction) | 1055 | 83% | | | | | 12% | 5 | 32 | 51 | 12 | 4 | 1 | -- | -- | 4.09 | 0.84 |
| Materiel Maintenance Management | 792 | 88% | | | | | 8% | 4 | 43 | 45 | 8 | 3 | 1 | -- | -- | 4.26 | 0.82 |
| Engineers and Scientists (Construction) | 1336 | 77% | | | | | 16% | 7 | 27 | 50 | 16 | 5 | 2 | -- | -- | 3.95 | 0.90 |
| Security | 217 | 88% | | | | | 8% | 5 | 35 | 52 | 8 | 4 | 1 | -- | -- | 4.18 | 0.80 |
| Quality Assurance Specialists (Ammunition Surveillance) | 53 | 75% | | | | | 17% | 8 | 28 | 47 | 17 | 6 | 2 | -- | -- | 3.94 | 0.92 |
| Public Affairs and Communication Media | 147 | 90% | | | | | 6 | 4 | 39 | 51 | 6 | 3 | 1 | -- | -- | 4.23 | 0.79 |
| Transportation Management | 189 | 89% | | | | | 7% | 3 | 40 | 49 | 7 | 2 | 1 | -- | -- | 4.25 | 0.77 |
| Manpower and Force Management | 349 | 91% | | | | | 7% | | 39 | 52 | 7 | 2 | 1 | -- | -- | 4.26 | 0.73 |
| Housing Management | 107 | 90% | | | | | 9% | | 50 | 40 | 9 | 1 | 0 | -- | -- | 4.38 | 0.69 |
| Equal Employment Opportunity | 87 | 91% | | | | | 5 | 5 | 60 | 31 | 5 | 2 | 2 | -- | -- | 4.44 | 0.87 |
| Education Services | 95 | 81% | | | | | 15% | 4 | 36 | 45 | 15 | 3 | 1 | -- | -- | 4.12 | 0.84 |
| Training | 729 | 86% | | | | | 9% | 5 | 42 | 44 | 9 | 3 | 2 | -- | -- | 4.21 | 0.87 |
| Ammunition Management | 115 | 90% | | | | | 8% | | 41 | 49 | 8 | 2 | 1 | -- | -- | 4.27 | 0.75 |
| Information Mission Area (IMA) | 879 | 85% | | | | | 10% | 5 | 39 | 46 | 10 | 3 | 2 | -- | -- | 4.18 | 0.86 |
| Intelligence (Excepted Services Only) | 470 | 87% | | | | | 9% | 4 | 33 | 54 | 9 | 3 | 1 | -- | -- | 4.15 | 0.78 |
| Military Personnel Management | 260 | 89% | | | | | 7% | 4 | 52 | 37 | 7 | 2 | 2 | -- | -- | 4.35 | 0.86 |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev |
|---|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | |
| QUALITY OF WORK LIFE | | | | | | | | | | | | | | | |
| 24l. Considering everything, how satisfied or dissatisfied are you with the opportunity you have to Telework? | | | | | | | | | | | | | | | |
| Total Army | 13858 | <div><div></div><div></div><div></div></div> | | | | | 7 | 19 | 38 | 19 | 16 | -- | -- | 2.82 | 1.13 |
| Total Career Program | 7160 | <div><div></div><div></div><div></div></div> | | | | | 8 | 19 | 36 | 20 | 18 | -- | -- | 2.79 | 1.16 |
| Civilian Personnel Administration | 190 | <div><div></div><div></div><div></div></div> | | | | | 10 | 19 | 32 | 23 | 16 | -- | -- | 2.83 | 1.20 |
| Comptroller | 733 | <div><div></div><div></div><div></div></div> | | | | | 12 | 18 | 30 | 23 | 17 | -- | -- | 2.85 | 1.25 |
| Safety Management | 186 | <div><div></div><div></div><div></div></div> | | | | | 10 | 13 | 39 | 24 | 13 | -- | -- | 2.84 | 1.13 |
| Supply Management | 545 | <div><div></div><div></div><div></div></div> | | | | | 7 | 19 | 40 | 19 | 15 | -- | -- | 2.85 | 1.11 |
| Contracting and Acquisition | 348 | <div><div></div><div></div><div></div></div> | | | | | 7 | 14 | 30 | 24 | 24 | -- | -- | 2.54 | 1.19 |
| Quality and Reliability Assurance | 48 | <div><div></div><div></div><div></div></div> | | | | | 2 | 17 | 52 | 19 | 10 | -- | -- | 2.81 | 0.90 |
| Engineers and Scientists (Non-Construction) | 779 | <div><div></div><div></div><div></div></div> | | | | | 7 | 21 | 33 | 22 | 18 | -- | -- | 2.77 | 1.16 |
| Materiel Maintenance Management | 594 | <div><div></div><div></div><div></div></div> | | | | | 7 | 18 | 41 | 18 | 16 | -- | -- | 2.82 | 1.11 |
| Engineers and Scientists (Construction) | 1054 | <div><div></div><div></div><div></div></div> | | | | | 10 | 27 | 33 | 17 | 14 | -- | -- | 3.03 | 1.17 |
| Security | 161 | <div><div></div><div></div><div></div></div> | | | | | 9 | 19 | 38 | 16 | 19 | -- | -- | 2.82 | 1.19 |
| Quality Assurance Specialists (Ammunition Surveillance) | 37 | <div><div></div><div></div><div></div></div> | | | | | 3 | 24 | 46 | 11 | 16 | -- | -- | 2.86 | 1.04 |
| Public Affairs and Communication Media | 114 | <div><div></div><div></div><div></div></div> | | | | | 8 | 18 | 25 | 27 | 22 | -- | -- | 2.63 | 1.23 |
| Transportation Management | 124 | <div><div></div><div></div><div></div></div> | | | | | 6 | 15 | 50 | 15 | 15 | -- | -- | 2.81 | 1.03 |
| Manpower and Force Management | 276 | <div><div></div><div></div><div></div></div> | | | | | 5 | 18 | 34 | 25 | 18 | -- | -- | 2.66 | 1.11 |
| Housing Management | 77 | <div><div></div><div></div><div></div></div> | | | | | 8 | 12 | 51 | 16 | 14 | -- | -- | 2.83 | 1.06 |
| Equal Employment Opportunity | 76 | <div><div></div><div></div><div></div></div> | | | | | 13 | 24 | 30 | 17 | 16 | -- | -- | 3.01 | 1.25 |
| Education Services | 62 | <div><div></div><div></div><div></div></div> | | | | | 6 | 16 | 32 | 19 | 26 | -- | -- | 2.58 | 1.21 |
| Training | 493 | <div><div></div><div></div><div></div></div> | | | | | 4 | 16 | 41 | 19 | 20 | -- | -- | 2.66 | 1.09 |
| Ammunition Management | 85 | <div><div></div><div></div><div></div></div> | | | | | 11 | 19 | 35 | 16 | 19 | -- | -- | 2.86 | 1.23 |
| Information Mission Area (IMA) | 679 | <div><div></div><div></div><div></div></div> | | | | | 6 | 16 | 33 | 23 | 22 | -- | -- | 2.59 | 1.16 |
| Intelligence (Excepted Services Only) | 263 | <div><div></div><div></div><div></div></div> | | | | | 5 | 13 | 45 | 17 | 19 | -- | -- | 2.67 | 1.09 |
| Military Personnel Management | 196 | <div><div></div><div></div><div></div></div> | | | | | 6 | 17 | 37 | 19 | 21 | -- | -- | 2.68 | 1.16 |

= % Favorable (Agree)
 = % Neither agree/disagree
 = % Unfavorable (Disagree)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev |
|---|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | |
| QUALITY OF WORK LIFE | | | | | | | | | | | | | | | |
| 24m. Considering everything, how satisfied or dissatisfied are you with Alternative Work Schedules? | | | | | | | | | | | | | | | |
| Total Army | 16423 | <div><div></div><div></div><div></div></div> | | | | | 16 | 35 | 27 | 12 | 11 | -- | -- | 3.32 | 1.19 |
| Total Career Program | 8375 | <div><div></div><div></div><div></div></div> | | | | | 17 | 37 | 24 | 12 | 10 | -- | -- | 3.39 | 1.20 |
| Civilian Personnel Administration | 211 | <div><div></div><div></div><div></div></div> | | | | | 19 | 41 | 19 | 8 | 13 | -- | -- | 3.45 | 1.26 |
| Comptroller | 830 | <div><div></div><div></div><div></div></div> | | | | | 23 | 38 | 17 | 11 | 11 | -- | -- | 3.51 | 1.26 |
| Safety Management | 219 | <div><div></div><div></div><div></div></div> | | | | | 17 | 29 | 32 | 12 | 10 | -- | -- | 3.32 | 1.18 |
| Supply Management | 650 | <div><div></div><div></div><div></div></div> | | | | | 16 | 34 | 28 | 12 | 10 | -- | -- | 3.33 | 1.18 |
| Contracting and Acquisition | 409 | <div><div></div><div></div><div></div></div> | | | | | 23 | 46 | 17 | 9 | 6 | -- | -- | 3.71 | 1.09 |
| Quality and Reliability Assurance | 56 | <div><div></div><div></div><div></div></div> | | | | | 18 | 38 | 23 | 18 | 4 | -- | -- | 3.48 | 1.09 |
| Engineers and Scientists (Non-Construction) | 955 | <div><div></div><div></div><div></div></div> | | | | | 21 | 43 | 20 | 10 | 6 | -- | -- | 3.64 | 1.10 |
| Materiel Maintenance Management | 705 | <div><div></div><div></div><div></div></div> | | | | | 15 | 34 | 25 | 13 | 13 | -- | -- | 3.23 | 1.24 |
| Engineers and Scientists (Construction) | 1230 | <div><div></div><div></div><div></div></div> | | | | | 20 | 41 | 22 | 10 | 6 | -- | -- | 3.60 | 1.10 |
| Security | 177 | <div><div></div><div></div><div></div></div> | | | | | 15 | 29 | 32 | 12 | 12 | -- | -- | 3.23 | 1.20 |
| Quality Assurance Specialists (Ammunition Surveillance) | 45 | <div><div></div><div></div><div></div></div> | | | | | 13 | 29 | 42 | 9 | 7 | -- | -- | 3.33 | 1.03 |
| Public Affairs and Communication Media | 122 | <div><div></div><div></div><div></div></div> | | | | | 12 | 32 | 25 | 16 | 15 | -- | -- | 3.11 | 1.24 |
| Transportation Management | 149 | <div><div></div><div></div><div></div></div> | | | | | 14 | 29 | 31 | 16 | 10 | -- | -- | 3.21 | 1.17 |
| Manpower and Force Management | 317 | <div><div></div><div></div><div></div></div> | | | | | 13 | 34 | 26 | 15 | 12 | -- | -- | 3.21 | 1.21 |
| Housing Management | 88 | <div><div></div><div></div><div></div></div> | | | | | 9 | 25 | 34 | 18 | 14 | -- | -- | 2.98 | 1.16 |
| Equal Employment Opportunity | 78 | <div><div></div><div></div><div></div></div> | | | | | 24 | 36 | 18 | 8 | 14 | -- | -- | 3.49 | 1.32 |
| Education Services | 71 | <div><div></div><div></div><div></div></div> | | | | | 13 | 25 | 30 | 14 | 18 | -- | -- | 3.00 | 1.28 |
| Training | 580 | <div><div></div><div></div><div></div></div> | | | | | 13 | 33 | 29 | 12 | 13 | -- | -- | 3.21 | 1.20 |
| Ammunition Management | 98 | <div><div></div><div></div><div></div></div> | | | | | 11 | 39 | 27 | 11 | 12 | -- | -- | 3.26 | 1.17 |
| Information Mission Area (IMA) | 759 | <div><div></div><div></div><div></div></div> | | | | | 15 | 32 | 26 | 14 | 12 | -- | -- | 3.23 | 1.23 |
| Intelligence (Excepted Services Only) | 358 | <div><div></div><div></div><div></div></div> | | | | | 10 | 37 | 28 | 12 | 13 | -- | -- | 3.20 | 1.16 |
| Military Personnel Management | 223 | <div><div></div><div></div><div></div></div> | | | | | 14 | 30 | 25 | 15 | 16 | -- | -- | 3.11 | 1.28 |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|--|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|---|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 |
| QUALITY OF WORK LIFE | | | | | | | | | | | | | | | | |
| 24n. Considering everything, how satisfied or dissatisfied are you with Health and Wellness Programs (e.g., exercise, medical screening, quit smoking programs)? | | | | | | | | | | | | | | | | |
| Total Army | 16470 | <div><div></div><div></div><div></div></div> | | | | | 13 | 39 | 30 | 10 | 7 | -- | -- | 3.41 | 1.07 | |
| Total Career Program | 8201 | <div><div></div><div></div><div></div></div> | | | | | 13 | 40 | 30 | 10 | 7 | -- | -- | 3.42 | 1.07 | |
| Civilian Personnel Administration | 202 | <div><div></div><div></div><div></div></div> | | | | | 13 | 41 | 29 | 10 | 7 | -- | -- | 3.43 | 1.07 | |
| Comptroller | 761 | <div><div></div><div></div><div></div></div> | | | | | 16 | 39 | 25 | 13 | 7 | -- | -- | 3.45 | 1.12 | |
| Safety Management | 231 | <div><div></div><div></div><div></div></div> | | | | | 16 | 36 | 29 | 11 | 7 | -- | -- | 3.42 | 1.11 | |
| Supply Management | 659 | <div><div></div><div></div><div></div></div> | | | | | 13 | 39 | 34 | 9 | 5 | -- | -- | 3.46 | 1.01 | |
| Contracting and Acquisition | 382 | <div><div></div><div></div><div></div></div> | | | | | 15 | 36 | 29 | 10 | 10 | -- | -- | 3.36 | 1.15 | |
| Quality and Reliability Assurance | 56 | <div><div></div><div></div><div></div></div> | | | | | 14 | 46 | 27 | 9 | 4 | -- | -- | 3.59 | 0.96 | |
| Engineers and Scientists (Non-Construction) | 880 | <div><div></div><div></div><div></div></div> | | | | | 13 | 43 | 29 | 10 | 5 | -- | -- | 3.50 | 1.00 | |
| Materiel Maintenance Management | 691 | <div><div></div><div></div><div></div></div> | | | | | 13 | 41 | 31 | 8 | 7 | -- | -- | 3.44 | 1.05 | |
| Engineers and Scientists (Construction) | 1189 | <div><div></div><div></div><div></div></div> | | | | | 16 | 44 | 25 | 9 | 5 | -- | -- | 3.58 | 1.03 | |
| Security | 188 | <div><div></div><div></div><div></div></div> | | | | | 10 | 37 | 35 | 11 | 7 | -- | -- | 3.32 | 1.03 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 47 | <div><div></div><div></div><div></div></div> | | | | | 11 | 36 | 34 | 4 | 15 | -- | -- | 3.23 | 1.17 | |
| Public Affairs and Communication Media | 126 | <div><div></div><div></div><div></div></div> | | | | | 11 | 37 | 29 | 12 | 10 | -- | -- | 3.27 | 1.13 | |
| Transportation Management | 159 | <div><div></div><div></div><div></div></div> | | | | | 9 | 42 | 26 | 14 | 8 | -- | -- | 3.30 | 1.08 | |
| Manpower and Force Management | 301 | <div><div></div><div></div><div></div></div> | | | | | 9 | 37 | 33 | 13 | 8 | -- | -- | 3.25 | 1.06 | |
| Housing Management | 90 | <div><div></div><div></div><div></div></div> | | | | | 9 | 39 | 36 | 10 | 7 | -- | -- | 3.33 | 1.00 | |
| Equal Employment Opportunity | 81 | <div><div></div><div></div><div></div></div> | | | | | 22 | 48 | 17 | 4 | 9 | -- | -- | 3.72 | 1.11 | |
| Education Services | 76 | <div><div></div><div></div><div></div></div> | | | | | 8 | 34 | 32 | 16 | 11 | -- | -- | 3.13 | 1.10 | |
| Training | 587 | <div><div></div><div></div><div></div></div> | | | | | 10 | 40 | 32 | 10 | 8 | -- | -- | 3.35 | 1.06 | |
| Ammunition Management | 101 | <div><div></div><div></div><div></div></div> | | | | | 10 | 44 | 35 | 2 | 10 | -- | -- | 3.42 | 1.04 | |
| Information Mission Area (IMA) | 755 | <div><div></div><div></div><div></div></div> | | | | | 13 | 35 | 32 | 12 | 8 | -- | -- | 3.32 | 1.10 | |
| Intelligence (Excepted Services Only) | 373 | <div><div></div><div></div><div></div></div> | | | | | 9 | 36 | 34 | 13 | 8 | -- | -- | 3.24 | 1.06 | |
| Military Personnel Management | 220 | <div><div></div><div></div><div></div></div> | | | | | 13 | 32 | 35 | 11 | 8 | -- | -- | 3.30 | 1.09 | |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|--|--------|--|-----|-----|-----|-----|-------------------|----|----|---|---|----------------------------|----------------------------|------|------------|---|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 |
| QUALITY OF WORK LIFE | | | | | | | | | | | | | | | | |
| 24o. Considering everything, how satisfied or dissatisfied are you with Employee Assistance Program (EAP)? | | | | | | | | | | | | | | | | |
| Total Army | 13382 | <div><div></div><div></div><div></div></div> | | | | | 12 | 38 | 41 | 5 | 4 | -- | -- | 3.48 | 0.93 | |
| Total Career Program | 6477 | <div><div></div><div></div><div></div></div> | | | | | 13 | 38 | 41 | 5 | 4 | -- | -- | 3.51 | 0.91 | |
| Civilian Personnel Administration | 179 | <div><div></div><div></div><div></div></div> | | | | | 18 | 45 | 30 | 4 | 3 | -- | -- | 3.70 | 0.91 | |
| Comptroller | 566 | <div><div></div><div></div><div></div></div> | | | | | 15 | 35 | 41 | 5 | 4 | -- | -- | 3.53 | 0.94 | |
| Safety Management | 184 | <div><div></div><div></div><div></div></div> | | | | | 17 | 33 | 41 | 4 | 4 | -- | -- | 3.55 | 0.97 | |
| Supply Management | 560 | <div><div></div><div></div><div></div></div> | | | | | 12 | 38 | 42 | 5 | 4 | -- | -- | 3.49 | 0.90 | |
| Contracting and Acquisition | 312 | <div><div></div><div></div><div></div></div> | | | | | 12 | 38 | 44 | 4 | 2 | -- | -- | 3.55 | 0.81 | |
| Quality and Reliability Assurance | 53 | <div><div></div><div></div><div></div></div> | | | | | 23 | 38 | 25 | 9 | 6 | -- | -- | 3.62 | 1.10 | |
| Engineers and Scientists (Non-Construction) | 638 | <div><div></div><div></div><div></div></div> | | | | | 11 | 45 | 39 | 2 | 2 | -- | -- | 3.62 | 0.79 | |
| Materiel Maintenance Management | 595 | <div><div></div><div></div><div></div></div> | | | | | 13 | 40 | 37 | 5 | 5 | -- | -- | 3.51 | 0.94 | |
| Engineers and Scientists (Construction) | 931 | <div><div></div><div></div><div></div></div> | | | | | 14 | 45 | 35 | 4 | 2 | -- | -- | 3.66 | 0.84 | |
| Security | 146 | <div><div></div><div></div><div></div></div> | | | | | 11 | 34 | 47 | 3 | 4 | -- | -- | 3.45 | 0.88 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 39 | <div><div></div><div></div><div></div></div> | | | | | 8 | 51 | 36 | 3 | 3 | -- | -- | 3.59 | 0.78 | |
| Public Affairs and Communication Media | 97 | <div><div></div><div></div><div></div></div> | | | | | 13 | 36 | 39 | 5 | 6 | -- | -- | 3.45 | 1.00 | |
| Transportation Management | 127 | <div><div></div><div></div><div></div></div> | | | | | 13 | 32 | 41 | 7 | 7 | -- | -- | 3.36 | 1.02 | |
| Manpower and Force Management | 222 | <div><div></div><div></div><div></div></div> | | | | | 9 | 39 | 43 | 5 | 4 | -- | -- | 3.43 | 0.88 | |
| Housing Management | 76 | <div><div></div><div></div><div></div></div> | | | | | 9 | 42 | 42 | 4 | 3 | -- | -- | 3.51 | 0.82 | |
| Equal Employment Opportunity | 77 | <div><div></div><div></div><div></div></div> | | | | | 21 | 47 | 26 | 3 | 4 | -- | -- | 3.78 | 0.93 | |
| Education Services | 51 | <div><div></div><div></div><div></div></div> | | | | | 10 | 31 | 49 | 4 | 6 | -- | -- | 3.35 | 0.93 | |
| Training | 471 | <div><div></div><div></div><div></div></div> | | | | | 10 | 34 | 44 | 5 | 7 | -- | -- | 3.35 | 0.97 | |
| Ammunition Management | 81 | <div><div></div><div></div><div></div></div> | | | | | 15 | 43 | 36 | 2 | 4 | -- | -- | 3.63 | 0.90 | |
| Information Mission Area (IMA) | 601 | <div><div></div><div></div><div></div></div> | | | | | 10 | 33 | 45 | 5 | 6 | -- | -- | 3.36 | 0.95 | |
| Intelligence (Excepted Services Only) | 257 | <div><div></div><div></div><div></div></div> | | | | | 9 | 33 | 47 | 7 | 4 | -- | -- | 3.37 | 0.87 | |
| Military Personnel Management | 180 | <div><div></div><div></div><div></div></div> | | | | | 14 | 25 | 51 | 4 | 6 | -- | -- | 3.36 | 0.98 | |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev |
|---|--------|--|-----|-----|-----|-----|-------------------|----|----|----|---|----------------------------|----------------------------|------|------------|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | |
| QUALITY OF WORK LIFE | | | | | | | | | | | | | | | |
| 24p. Considering everything, how satisfied or dissatisfied are you with Child Care Programs (e.g., daycare, parenting classes, parenting support groups)? | | | | | | | | | | | | | | | |
| Total Army | 9722 | <div><div></div><div></div><div></div></div> | | | | | 11 | 25 | 55 | 5 | 5 | -- | -- | 3.31 | 0.90 |
| Total Career Program | 4437 | <div><div></div><div></div><div></div></div> | | | | | 10 | 23 | 57 | 5 | 5 | -- | -- | 3.28 | 0.89 |
| Civilian Personnel Administration | 127 | <div><div></div><div></div><div></div></div> | | | | | 13 | 31 | 49 | 6 | 2 | -- | -- | 3.46 | 0.85 |
| Comptroller | 388 | <div><div></div><div></div><div></div></div> | | | | | 11 | 22 | 58 | 5 | 3 | -- | -- | 3.34 | 0.85 |
| Safety Management | 128 | <div><div></div><div></div><div></div></div> | | | | | 12 | 20 | 61 | 5 | 3 | -- | -- | 3.32 | 0.86 |
| Supply Management | 391 | <div><div></div><div></div><div></div></div> | | | | | 10 | 29 | 55 | 4 | 3 | -- | -- | 3.39 | 0.82 |
| Contracting and Acquisition | 228 | <div><div></div><div></div><div></div></div> | | | | | 11 | 19 | 64 | 2 | 3 | -- | -- | 3.33 | 0.82 |
| Quality and Reliability Assurance | 42 | <div><div></div><div></div><div></div></div> | | | | | 7 | 29 | 57 | 5 | 2 | -- | -- | 3.33 | 0.78 |
| Engineers and Scientists (Non-Construction) | 411 | <div><div></div><div></div><div></div></div> | | | | | 12 | 28 | 52 | 5 | 3 | -- | -- | 3.41 | 0.86 |
| Materiel Maintenance Management | 410 | <div><div></div><div></div><div></div></div> | | | | | 11 | 22 | 57 | 3 | 6 | -- | -- | 3.30 | 0.93 |
| Engineers and Scientists (Construction) | 588 | <div><div></div><div></div><div></div></div> | | | | | 8 | 25 | 53 | 6 | 8 | -- | -- | 3.18 | 0.96 |
| Security | 108 | <div><div></div><div></div><div></div></div> | | | | | 12 | 17 | 60 | 6 | 6 | -- | -- | 3.24 | 0.93 |
| Quality Assurance Specialists (Ammunition Surveillance) | 25 | <div><div></div><div></div><div></div></div> | | | | | 4 | 28 | 60 | 8 | 0 | -- | -- | 3.28 | 0.66 |
| Public Affairs and Communication Media | 63 | <div><div></div><div></div><div></div></div> | | | | | 11 | 17 | 57 | 6 | 8 | -- | -- | 3.17 | 0.98 |
| Transportation Management | 96 | <div><div></div><div></div><div></div></div> | | | | | 9 | 25 | 53 | 7 | 5 | -- | -- | 3.26 | 0.92 |
| Manpower and Force Management | 147 | <div><div></div><div></div><div></div></div> | | | | | 5 | 29 | 56 | 5 | 3 | -- | -- | 3.28 | 0.79 |
| Housing Management | 61 | <div><div></div><div></div><div></div></div> | | | | | 8 | 26 | 62 | 2 | 2 | -- | -- | 3.38 | 0.73 |
| Equal Employment Opportunity | 44 | <div><div></div><div></div><div></div></div> | | | | | 16 | 32 | 43 | 2 | 7 | -- | -- | 3.48 | 1.01 |
| Education Services | 34 | <div><div></div><div></div><div></div></div> | | | | | 12 | 18 | 59 | 12 | 0 | -- | -- | 3.29 | 0.82 |
| Training | 319 | <div><div></div><div></div><div></div></div> | | | | | 10 | 20 | 60 | 4 | 6 | -- | -- | 3.24 | 0.90 |
| Ammunition Management | 63 | <div><div></div><div></div><div></div></div> | | | | | 8 | 35 | 43 | 8 | 6 | -- | -- | 3.30 | 0.95 |
| Information Mission Area (IMA) | 431 | <div><div></div><div></div><div></div></div> | | | | | 9 | 21 | 59 | 6 | 6 | -- | -- | 3.21 | 0.89 |
| Intelligence (Excepted Services Only) | 178 | <div><div></div><div></div><div></div></div> | | | | | 4 | 15 | 67 | 7 | 7 | -- | -- | 3.02 | 0.81 |
| Military Personnel Management | 133 | <div><div></div><div></div><div></div></div> | | | | | 11 | 12 | 63 | 6 | 8 | -- | -- | 3.11 | 0.96 |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev |
|---|--------|---|-----|-----|-----|-----|-------------------|----|----|----|---|----------------------------|----------------------------|------|------------|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | |
| QUALITY OF WORK LIFE | | | | | | | | | | | | | | | |
| 24q. Considering everything, how satisfied or dissatisfied are you with Elder Care Programs (e.g., support groups, speakers)? | | | | | | | | | | | | | | | |
| Total Army | 8771 | <div><div>23%</div><div>66%</div><div>11%</div></div> | | | | | 6 | 17 | 66 | 6 | 5 | -- | -- | 3.13 | 0.80 |
| Total Career Program | 4068 | <div><div>22%</div><div>68%</div><div>10%</div></div> | | | | | 6 | 17 | 68 | 5 | 5 | -- | -- | 3.13 | 0.79 |
| Civilian Personnel Administration | 115 | <div><div>29%</div><div>63%</div><div>9%</div></div> | | | | | 9 | 20 | 63 | 6 | 3 | -- | -- | 3.26 | 0.80 |
| Comptroller | 357 | <div><div>21%</div><div>69%</div><div>10%</div></div> | | | | | 7 | 14 | 69 | 7 | 3 | -- | -- | 3.14 | 0.78 |
| Safety Management | 116 | <div><div>23%</div><div>71%</div><div>6%</div></div> | | | | | 9 | 15 | 71 | 3 | 3 | -- | -- | 3.23 | 0.76 |
| Supply Management | 358 | <div><div>28%</div><div>64%</div><div>9%</div></div> | | | | | 8 | 20 | 64 | 6 | 3 | -- | -- | 3.24 | 0.80 |
| Contracting and Acquisition | 200 | <div><div>20%</div><div>72%</div><div>9%</div></div> | | | | | 5 | 16 | 72 | 6 | 3 | -- | -- | 3.14 | 0.69 |
| Quality and Reliability Assurance | 36 | <div><div>22%</div><div>72%</div><div>6%</div></div> | | | | | 6 | 17 | 72 | 3 | 3 | -- | -- | 3.19 | 0.70 |
| Engineers and Scientists (Non-Construction) | 362 | <div><div>26%</div><div>68%</div><div>6%</div></div> | | | | | 5 | 21 | 68 | 4 | 2 | -- | -- | 3.23 | 0.71 |
| Materiel Maintenance Management | 392 | <div><div>26%</div><div>63%</div><div>11%</div></div> | | | | | 8 | 18 | 63 | 5 | 6 | -- | -- | 3.17 | 0.86 |
| Engineers and Scientists (Construction) | 531 | <div><div>21%</div><div>64%</div><div>15%</div></div> | | | | | 4 | 17 | 64 | 6 | 9 | -- | -- | 3.01 | 0.86 |
| Security | 97 | <div><div>19%</div><div>70%</div><div>11%</div></div> | | | | | 9 | 9 | 70 | 5 | 6 | -- | -- | 3.10 | 0.87 |
| Quality Assurance Specialists (Ammunition Surveillance) | 26 | <div><div>23%</div><div>65%</div><div>12%</div></div> | | | | | 4 | 19 | 65 | 4 | 8 | -- | -- | 3.08 | 0.83 |
| Public Affairs and Communication Media | 55 | <div><div>20%</div><div>67%</div><div>13%</div></div> | | | | | 5 | 15 | 67 | 9 | 4 | -- | -- | 3.09 | 0.77 |
| Transportation Management | 88 | <div><div>18%</div><div>69%</div><div>13%</div></div> | | | | | 2 | 16 | 69 | 6 | 7 | -- | -- | 3.01 | 0.76 |
| Manpower and Force Management | 135 | <div><div>21%</div><div>67%</div><div>13%</div></div> | | | | | 2 | 19 | 67 | 7 | 5 | -- | -- | 3.05 | 0.74 |
| Housing Management | 56 | <div><div>23%</div><div>73%</div><div>4%</div></div> | | | | | 4 | 20 | 73 | 2 | 2 | -- | -- | 3.21 | 0.62 |
| Equal Employment Opportunity | 43 | <div><div>21%</div><div>63%</div><div>16%</div></div> | | | | | 7 | 14 | 63 | 7 | 9 | -- | -- | 3.02 | 0.93 |
| Education Services | 36 | <div><div>17%</div><div>69%</div><div>14%</div></div> | | | | | 6 | 11 | 69 | 11 | 3 | -- | -- | 3.06 | 0.74 |
| Training | 299 | <div><div>20%</div><div>70%</div><div>10%</div></div> | | | | | 4 | 16 | 70 | 5 | 5 | -- | -- | 3.09 | 0.77 |
| Ammunition Management | 55 | <div><div>31%</div><div>60%</div><div>9%</div></div> | | | | | 5 | 25 | 60 | 5 | 4 | -- | -- | 3.24 | 0.79 |
| Information Mission Area (IMA) | 404 | <div><div>21%</div><div>69%</div><div>10%</div></div> | | | | | 6 | 15 | 69 | 4 | 6 | -- | -- | 3.10 | 0.81 |
| Intelligence (Excepted Services Only) | 165 | <div><div>11%</div><div>79%</div><div>10%</div></div> | | | | | 1 | 10 | 79 | 4 | 6 | -- | -- | 2.96 | 0.65 |
| Military Personnel Management | 120 | <div><div>17%</div><div>73%</div><div>11%</div></div> | | | | | 9 | 8 | 73 | 6 | 5 | -- | -- | 3.10 | 0.83 |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | I telework on a regular basis (at least one entire work day a week). | I telework infrequently (less than one entire work day a week). | I DO NOT telework because I have to be physically present on the job. | I DO NOT telework because I have technical issues that prevent me from teleworking. | I DO NOT telework because I am not allowed to. | I DO NOT telework because I choose not to telework. |
|---|--------|--|---|---|---|--|---|
| QUALITY OF WORK LIFE | | | | | | | |
| 28. Please select the response below that best describes your telework situation. | | | | | | | |
| Total Army | 18721 | 3% | 8% | 36% | 6% | 30% | 17% |
| Total Career Program | 9395 | 2% | 8% | 30% | 6% | 35% | 19% |
| Civilian Personnel Administration | 221 | 2% | 10% | 21% | 7% | 38% | 23% |
| Comptroller | 887 | 2% | 11% | 14% | 6% | 42% | 25% |
| Safety Management | 248 | 4% | 7% | 43% | 5% | 24% | 17% |
| Supply Management | 741 | 4% | 6% | 30% | 8% | 33% | 19% |
| Contracting and Acquisition | 425 | 2% | 6% | 15% | 8% | 49% | 20% |
| Quality and Reliability Assurance | 72 | 4% | 3% | 38% | 14% | 26% | 15% |
| Engineers and Scientists (Non-Construction) | 1040 | 1% | 8% | 25% | 5% | 38% | 23% |
| Materiel Maintenance Management | 775 | 3% | 7% | 27% | 7% | 36% | 20% |
| Engineers and Scientists (Construction) | 1320 | 1% | 11% | 34% | 4% | 26% | 23% |
| Security | 213 | 3% | 2% | 62% | 1% | 22% | 10% |
| Quality Assurance Specialists (Ammunition Surveillance) | 53 | 8% | 9% | 49% | 9% | 11% | 13% |
| Public Affairs and Communication Media | 146 | 3% | 10% | 22% | 5% | 44% | 16% |
| Transportation Management | 183 | 4% | 5% | 38% | 7% | 31% | 15% |
| Manpower and Force Management | 341 | 1% | 9% | 20% | 8% | 47% | 16% |
| Housing Management | 105 | 3% | 6% | 38% | 5% | 31% | 17% |
| Equal Employment Opportunity | 85 | 0% | 12% | 20% | 5% | 32% | 32% |
| Education Services | 89 | 8% | 4% | 33% | 4% | 38% | 12% |
| Training | 704 | 3% | 6% | 35% | 7% | 34% | 15% |
| Ammunition Management | 114 | 3% | 6% | 32% | 9% | 32% | 18% |
| Information Mission Area (IMA) | 864 | 2% | 7% | 26% | 5% | 43% | 16% |
| Intelligence (Excepted Services Only) | 465 | 2% | 3% | 61% | 11% | 15% | 7% |
| Military Personnel Management | 252 | 4% | 6% | 22% | 6% | 47% | 16% |



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|---|--------|--|-----|-----|-----|-----|-------------------|----|----|----|---|----------------------------|----------------------------|------|------------|---|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 |
| YOUR ORGANIZATION | | | | | | | | | | | | | | | | |
| 25. Overall, how well or poorly prepared is your organization to perform its mission? | | | | | | | | | | | | | | | | |
| Total Army | 19216 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>76%17%7%</div> | | | | | 25 | 51 | 17 | 6 | 1 | +1 | 0 | 3.93 | 0.88 | |
| Total Career Program | 9607 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>76%16%7%</div> | | | | | 25 | 52 | 16 | 6 | 1 | 0 | 0 | 3.92 | 0.88 | |
| Civilian Personnel Administration | 229 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>74%19%7%</div> | | | | | 21 | 54 | 19 | 5 | 1 | -4 | -6 | 3.87 | 0.84 | |
| Comptroller | 908 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>81%13%6%</div> | | | | | 27 | 54 | 13 | 5 | 1 | +1 | 0 | 4.01 | 0.82 | |
| Safety Management | 253 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>79%17%3%</div> | | | | | 30 | 50 | 17 | 2 | 1 | +3 | -1 | 4.05 | 0.81 | |
| Supply Management | 768 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>76%17%6%</div> | | | | | 27 | 49 | 17 | 5 | 1 | -1 | -1 | 3.96 | 0.87 | |
| Contracting and Acquisition | 436 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>66%21%14%</div> | | | | | 15 | 50 | 21 | 10 | 4 | +1 | -4 | 3.64 | 0.98 | |
| Quality and Reliability Assurance | 73 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>71%14%15%</div> | | | | | 33 | 38 | 14 | 12 | 3 | +4 | +11 | 3.86 | 1.09 | |
| Engineers and Scientists (Non-Construction) | 1059 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>77%17%6%</div> | | | | | 23 | 54 | 17 | 5 | 1 | -3 | +1 | 3.93 | 0.85 | |
| Materiel Maintenance Management | 794 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>77%14%8%</div> | | | | | 25 | 52 | 14 | 7 | 1 | -2 | +2 | 3.93 | 0.89 | |
| Engineers and Scientists (Construction) | 1333 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>80%14%6%</div> | | | | | 24 | 57 | 14 | 5 | 1 | +7 | +7 | 3.97 | 0.81 | |
| Security | 217 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>76%16%7%</div> | | | | | 27 | 50 | 16 | 6 | 1 | -6 | +4 | 3.94 | 0.89 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 53 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>58%30%11%</div> | | | | | 26 | 32 | 30 | 9 | 2 | -7 | -17 | 3.72 | 1.02 | |
| Public Affairs and Communication Media | 148 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>75%16%9%</div> | | | | | 24 | 51 | 16 | 8 | 1 | -4 | -4 | 3.89 | 0.88 | |
| Transportation Management | 189 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>76%15%8%</div> | | | | | 29 | 48 | 15 | 8 | 1 | 0 | -5 | 3.96 | 0.90 | |
| Manpower and Force Management | 350 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>77%18%5%</div> | | | | | 21 | 56 | 18 | 5 | 1 | -7 | 0 | 3.91 | 0.80 | |
| Housing Management | 106 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>71%21%8%</div> | | | | | 15 | 56 | 21 | 8 | 1 | 0 | 0 | 3.76 | 0.83 | |
| Equal Employment Opportunity | 87 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>90%8%</div> | | | | | 43 | 47 | 8 | 1 | 1 | -6 | +7 | 4.29 | 0.76 | |
| Education Services | 95 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>63%22%15%</div> | | | | | 15 | 48 | 22 | 11 | 4 | -10 | -14 | 3.59 | 1.00 | |
| Training | 729 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>75%17%8%</div> | | | | | 27 | 48 | 17 | 6 | 2 | +4 | -3 | 3.91 | 0.92 | |
| Ammunition Management | 115 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>77%20%</div> | | | | | 33 | 44 | 20 | 2 | 1 | -8 | -9 | 4.07 | 0.82 | |
| Information Mission Area (IMA) | 882 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>70%19%11%</div> | | | | | 21 | 49 | 19 | 9 | 2 | +2 | -2 | 3.79 | 0.94 | |
| Intelligence (Excepted Services Only) | 470 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>74%17%8%</div> | | | | | 21 | 53 | 17 | 7 | 1 | -3 | +6 | 3.87 | 0.86 | |
| Military Personnel Management | 261 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> <div>79%13%8%</div> | | | | | 35 | 44 | 13 | 6 | 2 | -- | -- | 4.04 | 0.95 | |

■ = % Favorable (Well prepared) ■ = % Neither well/poorly prepared ■ = % Unfavorable (Poorly prepared)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|--|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|---|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 |
| YOUR ORGANIZATION | | | | | | | | | | | | | | | | |
| 27a. How well or poorly does your organization reward good work performance? | | | | | | | | | | | | | | | | |
| Total Army | 18704 | <div><div></div><div></div><div></div></div> | | | | | 12 | 27 | 33 | 18 | 9 | -- | -- | 3.13 | 1.13 | |
| Total Career Program | 9334 | <div><div></div><div></div><div></div></div> | | | | | 12 | 28 | 35 | 17 | 8 | -- | -- | 3.19 | 1.10 | |
| Civilian Personnel Administration | 224 | <div><div></div><div></div><div></div></div> | | | | | 12 | 31 | 36 | 16 | 4 | -- | -- | 3.30 | 1.02 | |
| Comptroller | 881 | <div><div></div><div></div><div></div></div> | | | | | 15 | 29 | 33 | 16 | 7 | -- | -- | 3.30 | 1.11 | |
| Safety Management | 239 | <div><div></div><div></div><div></div></div> | | | | | 13 | 26 | 33 | 21 | 7 | -- | -- | 3.18 | 1.11 | |
| Supply Management | 738 | <div><div></div><div></div><div></div></div> | | | | | 14 | 28 | 31 | 19 | 8 | -- | -- | 3.21 | 1.15 | |
| Contracting and Acquisition | 421 | <div><div></div><div></div><div></div></div> | | | | | 10 | 27 | 39 | 17 | 7 | -- | -- | 3.16 | 1.05 | |
| Quality and Reliability Assurance | 71 | <div><div></div><div></div><div></div></div> | | | | | 17 | 30 | 18 | 32 | 3 | -- | -- | 3.25 | 1.16 | |
| Engineers and Scientists (Non-Construction) | 1045 | <div><div></div><div></div><div></div></div> | | | | | 13 | 31 | 34 | 16 | 6 | -- | -- | 3.30 | 1.07 | |
| Materiel Maintenance Management | 774 | <div><div></div><div></div><div></div></div> | | | | | 13 | 29 | 33 | 17 | 9 | -- | -- | 3.20 | 1.12 | |
| Engineers and Scientists (Construction) | 1312 | <div><div></div><div></div><div></div></div> | | | | | 9 | 31 | 39 | 14 | 7 | -- | -- | 3.19 | 1.03 | |
| Security | 213 | <div><div></div><div></div><div></div></div> | | | | | 13 | 28 | 31 | 18 | 10 | -- | -- | 3.15 | 1.17 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 48 | <div><div></div><div></div><div></div></div> | | | | | 4 | 38 | 23 | 31 | 4 | -- | -- | 3.06 | 1.01 | |
| Public Affairs and Communication Media | 146 | <div><div></div><div></div><div></div></div> | | | | | 12 | 23 | 31 | 23 | 11 | -- | -- | 3.02 | 1.18 | |
| Transportation Management | 185 | <div><div></div><div></div><div></div></div> | | | | | 12 | 26 | 35 | 14 | 14 | -- | -- | 3.10 | 1.19 | |
| Manpower and Force Management | 339 | <div><div></div><div></div><div></div></div> | | | | | 9 | 27 | 40 | 17 | 6 | -- | -- | 3.16 | 1.02 | |
| Housing Management | 104 | <div><div></div><div></div><div></div></div> | | | | | 11 | 36 | 29 | 14 | 11 | -- | -- | 3.21 | 1.14 | |
| Equal Employment Opportunity | 86 | <div><div></div><div></div><div></div></div> | | | | | 16 | 35 | 30 | 12 | 7 | -- | -- | 3.42 | 1.10 | |
| Education Services | 91 | <div><div></div><div></div><div></div></div> | | | | | 13 | 22 | 29 | 24 | 12 | -- | -- | 3.00 | 1.21 | |
| Training | 707 | <div><div></div><div></div><div></div></div> | | | | | 13 | 26 | 31 | 19 | 11 | -- | -- | 3.11 | 1.19 | |
| Ammunition Management | 115 | <div><div></div><div></div><div></div></div> | | | | | 8 | 30 | 33 | 22 | 7 | -- | -- | 3.10 | 1.05 | |
| Information Mission Area (IMA) | 841 | <div><div></div><div></div><div></div></div> | | | | | 10 | 24 | 37 | 20 | 9 | -- | -- | 3.05 | 1.09 | |
| Intelligence (Excepted Services Only) | 453 | <div><div></div><div></div><div></div></div> | | | | | 11 | 25 | 36 | 19 | 9 | -- | -- | 3.09 | 1.10 | |
| Military Personnel Management | 250 | <div><div></div><div></div><div></div></div> | | | | | 13 | 24 | 36 | 17 | 11 | -- | -- | 3.11 | 1.16 | |

■ = % Favorable (Well) ■ = % Adequately ■ = % Unfavorable (Poorly)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev |
|--|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | |
| YOUR ORGANIZATION | | | | | | | | | | | | | | | |
| 27b. How well or poorly does your organization discipline/correct poor work performance? | | | | | | | | | | | | | | | |
| Total Army | 17979 | <div><div></div><div></div><div></div></div> | | | | | 5 | 18 | 35 | 30 | 13 | -- | -- | 2.73 | 1.06 |
| Total Career Program | 8932 | <div><div></div><div></div><div></div></div> | | | | | 5 | 16 | 36 | 31 | 12 | -- | -- | 2.70 | 1.04 |
| Civilian Personnel Administration | 218 | <div><div></div><div></div><div></div></div> | | | | | 11 | 24 | 40 | 19 | 6 | -- | -- | 3.17 | 1.03 |
| Comptroller | 839 | <div><div></div><div></div><div></div></div> | | | | | 5 | 14 | 36 | 33 | 12 | -- | -- | 2.66 | 1.02 |
| Safety Management | 224 | <div><div></div><div></div><div></div></div> | | | | | 8 | 21 | 33 | 27 | 11 | -- | -- | 2.88 | 1.10 |
| Supply Management | 708 | <div><div></div><div></div><div></div></div> | | | | | 7 | 20 | 33 | 28 | 12 | -- | -- | 2.82 | 1.10 |
| Contracting and Acquisition | 402 | <div><div></div><div></div><div></div></div> | | | | | 3 | 9 | 39 | 36 | 13 | -- | -- | 2.54 | 0.94 |
| Quality and Reliability Assurance | 68 | <div><div></div><div></div><div></div></div> | | | | | 7 | 13 | 40 | 24 | 16 | -- | -- | 2.72 | 1.11 |
| Engineers and Scientists (Non-Construction) | 1000 | <div><div></div><div></div><div></div></div> | | | | | 3 | 13 | 35 | 36 | 14 | -- | -- | 2.56 | 0.98 |
| Materiel Maintenance Management | 744 | <div><div></div><div></div><div></div></div> | | | | | 5 | 17 | 34 | 31 | 13 | -- | -- | 2.71 | 1.05 |
| Engineers and Scientists (Construction) | 1273 | <div><div></div><div></div><div></div></div> | | | | | 3 | 14 | 36 | 35 | 12 | -- | -- | 2.61 | 0.96 |
| Security | 208 | <div><div></div><div></div><div></div></div> | | | | | 9 | 20 | 38 | 20 | 13 | -- | -- | 2.93 | 1.13 |
| Quality Assurance Specialists (Ammunition Surveillance) | 49 | <div><div></div><div></div><div></div></div> | | | | | 4 | 20 | 29 | 41 | 6 | -- | -- | 2.76 | 0.98 |
| Public Affairs and Communication Media | 138 | <div><div></div><div></div><div></div></div> | | | | | 3 | 13 | 37 | 30 | 17 | -- | -- | 2.54 | 1.02 |
| Transportation Management | 174 | <div><div></div><div></div><div></div></div> | | | | | 7 | 21 | 37 | 23 | 11 | -- | -- | 2.91 | 1.08 |
| Manpower and Force Management | 322 | <div><div></div><div></div><div></div></div> | | | | | 2 | 15 | 35 | 37 | 11 | -- | -- | 2.61 | 0.94 |
| Housing Management | 101 | <div><div></div><div></div><div></div></div> | | | | | 8 | 21 | 27 | 30 | 15 | -- | -- | 2.77 | 1.17 |
| Equal Employment Opportunity | 84 | <div><div></div><div></div><div></div></div> | | | | | 6 | 25 | 36 | 27 | 6 | -- | -- | 2.98 | 1.00 |
| Education Services | 85 | <div><div></div><div></div><div></div></div> | | | | | 6 | 18 | 36 | 25 | 15 | -- | -- | 2.74 | 1.10 |
| Training | 677 | <div><div></div><div></div><div></div></div> | | | | | 6 | 16 | 34 | 29 | 14 | -- | -- | 2.71 | 1.10 |
| Ammunition Management | 107 | <div><div></div><div></div><div></div></div> | | | | | 4 | 20 | 36 | 27 | 14 | -- | -- | 2.72 | 1.05 |
| Information Mission Area (IMA) | 799 | <div><div></div><div></div><div></div></div> | | | | | 5 | 15 | 35 | 31 | 13 | -- | -- | 2.68 | 1.05 |
| Intelligence (Excepted Services Only) | 423 | <div><div></div><div></div><div></div></div> | | | | | 4 | 13 | 38 | 33 | 12 | -- | -- | 2.64 | 0.99 |
| Military Personnel Management | 237 | <div><div></div><div></div><div></div></div> | | | | | 6 | 19 | 37 | 26 | 11 | -- | -- | 2.83 | 1.07 |

= % Favorable (Well)
 = % Adequately
 = % Unfavorable (Poorly)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|---|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|---|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 |
| YOUR ORGANIZATION | | | | | | | | | | | | | | | | |
| 27c. How well or poorly does your organization link pay to performance? | | | | | | | | | | | | | | | | |
| Total Army | 17942 | <div><div></div><div></div><div></div></div> | | | | | 6 | 18 | 33 | 29 | 15 | -- | -- | 2.70 | 1.10 | |
| Total Career Program | 8948 | <div><div></div><div></div><div></div></div> | | | | | 6 | 18 | 34 | 29 | 14 | -- | -- | 2.73 | 1.08 | |
| Civilian Personnel Administration | 219 | <div><div></div><div></div><div></div></div> | | | | | 10 | 19 | 38 | 25 | 9 | -- | -- | 2.97 | 1.09 | |
| Comptroller | 847 | <div><div></div><div></div><div></div></div> | | | | | 6 | 20 | 36 | 27 | 11 | -- | -- | 2.83 | 1.05 | |
| Safety Management | 225 | <div><div></div><div></div><div></div></div> | | | | | 9 | 20 | 30 | 32 | 10 | -- | -- | 2.86 | 1.11 | |
| Supply Management | 707 | <div><div></div><div></div><div></div></div> | | | | | 9 | 18 | 32 | 27 | 14 | -- | -- | 2.80 | 1.16 | |
| Contracting and Acquisition | 402 | <div><div></div><div></div><div></div></div> | | | | | 3 | 16 | 39 | 30 | 13 | -- | -- | 2.67 | 0.99 | |
| Quality and Reliability Assurance | 65 | <div><div></div><div></div><div></div></div> | | | | | 3 | 25 | 29 | 25 | 18 | -- | -- | 2.69 | 1.12 | |
| Engineers and Scientists (Non-Construction) | 1025 | <div><div></div><div></div><div></div></div> | | | | | 5 | 23 | 38 | 25 | 9 | -- | -- | 2.90 | 1.02 | |
| Materiel Maintenance Management | 744 | <div><div></div><div></div><div></div></div> | | | | | 6 | 19 | 27 | 30 | 17 | -- | -- | 2.68 | 1.15 | |
| Engineers and Scientists (Construction) | 1283 | <div><div></div><div></div><div></div></div> | | | | | 3 | 14 | 36 | 32 | 14 | -- | -- | 2.60 | 1.01 | |
| Security | 210 | <div><div></div><div></div><div></div></div> | | | | | 9 | 17 | 31 | 28 | 15 | -- | -- | 2.76 | 1.16 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 46 | <div><div></div><div></div><div></div></div> | | | | | 4 | 20 | 28 | 33 | 15 | -- | -- | 2.65 | 1.09 | |
| Public Affairs and Communication Media | 142 | <div><div></div><div></div><div></div></div> | | | | | 4 | 11 | 33 | 35 | 18 | -- | -- | 2.46 | 1.02 | |
| Transportation Management | 179 | <div><div></div><div></div><div></div></div> | | | | | 8 | 17 | 33 | 25 | 16 | -- | -- | 2.77 | 1.16 | |
| Manpower and Force Management | 329 | <div><div></div><div></div><div></div></div> | | | | | 4 | 14 | 38 | 31 | 12 | -- | -- | 2.66 | 1.00 | |
| Housing Management | 101 | <div><div></div><div></div><div></div></div> | | | | | 6 | 24 | 32 | 27 | 12 | -- | -- | 2.85 | 1.09 | |
| Equal Employment Opportunity | 84 | <div><div></div><div></div><div></div></div> | | | | | 8 | 24 | 38 | 23 | 7 | -- | -- | 3.04 | 1.04 | |
| Education Services | 86 | <div><div></div><div></div><div></div></div> | | | | | 6 | 16 | 30 | 29 | 19 | -- | -- | 2.62 | 1.13 | |
| Training | 668 | <div><div></div><div></div><div></div></div> | | | | | 7 | 17 | 30 | 28 | 17 | -- | -- | 2.68 | 1.15 | |
| Ammunition Management | 110 | <div><div></div><div></div><div></div></div> | | | | | 3 | 19 | 31 | 29 | 18 | -- | -- | 2.59 | 1.07 | |
| Information Mission Area (IMA) | 818 | <div><div></div><div></div><div></div></div> | | | | | 5 | 16 | 35 | 29 | 15 | -- | -- | 2.67 | 1.07 | |
| Intelligence (Excepted Services Only) | 373 | <div><div></div><div></div><div></div></div> | | | | | 5 | 13 | 33 | 34 | 15 | -- | -- | 2.60 | 1.05 | |
| Military Personnel Management | 237 | <div><div></div><div></div><div></div></div> | | | | | 7 | 19 | 35 | 22 | 17 | -- | -- | 2.76 | 1.15 | |

= % Favorable (Well)
 = % Adequately
 = % Unfavorable (Poorly)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|--|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|---|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 |
| YOUR ORGANIZATION | | | | | | | | | | | | | | | | |
| 27d. How well or poorly does your organization promote good communication between supervisors and employees? | | | | | | | | | | | | | | | | |
| Total Army | 18943 | <div><div></div><div></div><div></div></div> | | | | | 11 | 31 | 34 | 16 | 9 | -- | -- | 3.20 | 1.10 | |
| Total Career Program | 9458 | <div><div></div><div></div><div></div></div> | | | | | 11 | 31 | 35 | 15 | 8 | -- | -- | 3.22 | 1.08 | |
| Civilian Personnel Administration | 225 | <div><div></div><div></div><div></div></div> | | | | | 15 | 34 | 36 | 10 | 6 | -- | -- | 3.43 | 1.04 | |
| Comptroller | 890 | <div><div></div><div></div><div></div></div> | | | | | 12 | 30 | 34 | 18 | 7 | -- | -- | 3.23 | 1.08 | |
| Safety Management | 248 | <div><div></div><div></div><div></div></div> | | | | | 14 | 27 | 36 | 17 | 7 | -- | -- | 3.24 | 1.10 | |
| Supply Management | 753 | <div><div></div><div></div><div></div></div> | | | | | 12 | 32 | 32 | 15 | 9 | -- | -- | 3.23 | 1.13 | |
| Contracting and Acquisition | 433 | <div><div></div><div></div><div></div></div> | | | | | 9 | 29 | 35 | 18 | 8 | -- | -- | 3.13 | 1.07 | |
| Quality and Reliability Assurance | 72 | <div><div></div><div></div><div></div></div> | | | | | 14 | 31 | 32 | 18 | 6 | -- | -- | 3.29 | 1.09 | |
| Engineers and Scientists (Non-Construction) | 1046 | <div><div></div><div></div><div></div></div> | | | | | 10 | 32 | 36 | 15 | 7 | -- | -- | 3.25 | 1.03 | |
| Materiel Maintenance Management | 789 | <div><div></div><div></div><div></div></div> | | | | | 13 | 30 | 37 | 13 | 7 | -- | -- | 3.29 | 1.08 | |
| Engineers and Scientists (Construction) | 1321 | <div><div></div><div></div><div></div></div> | | | | | 8 | 36 | 37 | 13 | 6 | -- | -- | 3.26 | 0.99 | |
| Security | 212 | <div><div></div><div></div><div></div></div> | | | | | 14 | 32 | 28 | 17 | 10 | -- | -- | 3.22 | 1.18 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 53 | <div><div></div><div></div><div></div></div> | | | | | 6 | 30 | 45 | 11 | 8 | -- | -- | 3.15 | 0.96 | |
| Public Affairs and Communication Media | 147 | <div><div></div><div></div><div></div></div> | | | | | 14 | 24 | 33 | 16 | 12 | -- | -- | 3.11 | 1.20 | |
| Transportation Management | 185 | <div><div></div><div></div><div></div></div> | | | | | 12 | 33 | 35 | 14 | 6 | -- | -- | 3.31 | 1.06 | |
| Manpower and Force Management | 346 | <div><div></div><div></div><div></div></div> | | | | | 7 | 31 | 33 | 22 | 7 | -- | -- | 3.08 | 1.04 | |
| Housing Management | 106 | <div><div></div><div></div><div></div></div> | | | | | 10 | 32 | 33 | 15 | 9 | -- | -- | 3.19 | 1.11 | |
| Equal Employment Opportunity | 85 | <div><div></div><div></div><div></div></div> | | | | | 11 | 38 | 26 | 18 | 8 | -- | -- | 3.25 | 1.12 | |
| Education Services | 92 | <div><div></div><div></div><div></div></div> | | | | | 10 | 30 | 36 | 15 | 9 | -- | -- | 3.17 | 1.08 | |
| Training | 712 | <div><div></div><div></div><div></div></div> | | | | | 11 | 33 | 29 | 16 | 11 | -- | -- | 3.17 | 1.16 | |
| Ammunition Management | 115 | <div><div></div><div></div><div></div></div> | | | | | 11 | 29 | 38 | 16 | 6 | -- | -- | 3.23 | 1.04 | |
| Information Mission Area (IMA) | 862 | <div><div></div><div></div><div></div></div> | | | | | 10 | 28 | 37 | 17 | 9 | -- | -- | 3.13 | 1.08 | |
| Intelligence (Excepted Services Only) | 460 | <div><div></div><div></div><div></div></div> | | | | | 7 | 28 | 39 | 19 | 7 | -- | -- | 3.09 | 1.01 | |
| Military Personnel Management | 254 | <div><div></div><div></div><div></div></div> | | | | | 17 | 26 | 35 | 13 | 9 | -- | -- | 3.28 | 1.17 | |

■ = % Favorable (Well) ■ = % Adequately ■ = % Unfavorable (Poorly)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|--|--------|--|-----|-----|-----|-----|-------------------|----|----|----|---|----------------------------|----------------------------|------|------------|---|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 |
| YOUR ORGANIZATION | | | | | | | | | | | | | | | | |
| 27e. How well or poorly does your organization ensure individual performance supports organizational mission effectiveness? | | | | | | | | | | | | | | | | |
| Total Army | 18687 | <div><div></div><div></div><div></div></div> | | | | | 11 | 33 | 38 | 13 | 6 | -- | -- | 3.30 | 1.01 | |
| Total Career Program | 9345 | <div><div></div><div></div><div></div></div> | | | | | 11 | 34 | 38 | 13 | 5 | -- | -- | 3.32 | 0.99 | |
| Civilian Personnel Administration | 224 | <div><div></div><div></div><div></div></div> | | | | | 15 | 36 | 38 | 9 | 2 | -- | -- | 3.52 | 0.93 | |
| Comptroller | 872 | <div><div></div><div></div><div></div></div> | | | | | 11 | 34 | 37 | 14 | 3 | -- | -- | 3.36 | 0.97 | |
| Safety Management | 245 | <div><div></div><div></div><div></div></div> | | | | | 15 | 36 | 38 | 9 | 3 | -- | -- | 3.51 | 0.95 | |
| Supply Management | 748 | <div><div></div><div></div><div></div></div> | | | | | 12 | 34 | 35 | 13 | 6 | -- | -- | 3.33 | 1.03 | |
| Contracting and Acquisition | 422 | <div><div></div><div></div><div></div></div> | | | | | 9 | 34 | 37 | 14 | 5 | -- | -- | 3.27 | 0.99 | |
| Quality and Reliability Assurance | 72 | <div><div></div><div></div><div></div></div> | | | | | 13 | 29 | 36 | 17 | 6 | -- | -- | 3.26 | 1.05 | |
| Engineers and Scientists (Non-Construction) | 1036 | <div><div></div><div></div><div></div></div> | | | | | 8 | 35 | 40 | 13 | 3 | -- | -- | 3.32 | 0.92 | |
| Materiel Maintenance Management | 782 | <div><div></div><div></div><div></div></div> | | | | | 13 | 32 | 36 | 12 | 6 | -- | -- | 3.35 | 1.05 | |
| Engineers and Scientists (Construction) | 1301 | <div><div></div><div></div><div></div></div> | | | | | 8 | 36 | 40 | 12 | 4 | -- | -- | 3.31 | 0.92 | |
| Security | 211 | <div><div></div><div></div><div></div></div> | | | | | 14 | 30 | 38 | 11 | 6 | -- | -- | 3.35 | 1.05 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 52 | <div><div></div><div></div><div></div></div> | | | | | 6 | 35 | 40 | 12 | 8 | -- | -- | 3.19 | 0.98 | |
| Public Affairs and Communication Media | 145 | <div><div></div><div></div><div></div></div> | | | | | 12 | 27 | 37 | 17 | 7 | -- | -- | 3.21 | 1.08 | |
| Transportation Management | 182 | <div><div></div><div></div><div></div></div> | | | | | 12 | 32 | 39 | 10 | 6 | -- | -- | 3.34 | 1.02 | |
| Manpower and Force Management | 340 | <div><div></div><div></div><div></div></div> | | | | | 8 | 34 | 38 | 17 | 4 | -- | -- | 3.25 | 0.94 | |
| Housing Management | 104 | <div><div></div><div></div><div></div></div> | | | | | 8 | 32 | 46 | 9 | 6 | -- | -- | 3.27 | 0.93 | |
| Equal Employment Opportunity | 86 | <div><div></div><div></div><div></div></div> | | | | | 12 | 41 | 34 | 8 | 6 | -- | -- | 3.44 | 1.00 | |
| Education Services | 92 | <div><div></div><div></div><div></div></div> | | | | | 12 | 34 | 40 | 10 | 4 | -- | -- | 3.39 | 0.97 | |
| Training | 710 | <div><div></div><div></div><div></div></div> | | | | | 12 | 34 | 35 | 12 | 7 | -- | -- | 3.33 | 1.05 | |
| Ammunition Management | 113 | <div><div></div><div></div><div></div></div> | | | | | 10 | 37 | 40 | 9 | 4 | -- | -- | 3.39 | 0.94 | |
| Information Mission Area (IMA) | 854 | <div><div></div><div></div><div></div></div> | | | | | 10 | 30 | 39 | 15 | 6 | -- | -- | 3.23 | 1.02 | |
| Intelligence (Excepted Services Only) | 454 | <div><div></div><div></div><div></div></div> | | | | | 7 | 32 | 44 | 12 | 5 | -- | -- | 3.25 | 0.93 | |
| Military Personnel Management | 250 | <div><div></div><div></div><div></div></div> | | | | | 15 | 32 | 38 | 9 | 7 | -- | -- | 3.39 | 1.06 | |

■ = % Favorable (Well) ■ = % Adequately ■ = % Unfavorable (Poorly)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|---|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|---|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 |
| YOUR ORGANIZATION | | | | | | | | | | | | | | | | |
| 27f. How well or poorly does your organization attract new employees? | | | | | | | | | | | | | | | | |
| Total Army | 18028 | <div><div></div><div></div><div></div></div> | | | | | 8 | 25 | 39 | 20 | 8 | -- | -- | 3.04 | 1.05 | |
| Total Career Program | 9027 | <div><div></div><div></div><div></div></div> | | | | | 8 | 26 | 39 | 19 | 8 | -- | -- | 3.07 | 1.04 | |
| Civilian Personnel Administration | 222 | <div><div></div><div></div><div></div></div> | | | | | 9 | 28 | 42 | 16 | 5 | -- | -- | 3.22 | 0.97 | |
| Comptroller | 849 | <div><div></div><div></div><div></div></div> | | | | | 9 | 29 | 38 | 17 | 7 | -- | -- | 3.18 | 1.04 | |
| Safety Management | 228 | <div><div></div><div></div><div></div></div> | | | | | 11 | 27 | 40 | 19 | 3 | -- | -- | 3.23 | 0.98 | |
| Supply Management | 699 | <div><div></div><div></div><div></div></div> | | | | | 9 | 25 | 39 | 20 | 8 | -- | -- | 3.07 | 1.05 | |
| Contracting and Acquisition | 423 | <div><div></div><div></div><div></div></div> | | | | | 7 | 24 | 37 | 20 | 12 | -- | -- | 2.94 | 1.08 | |
| Quality and Reliability Assurance | 67 | <div><div></div><div></div><div></div></div> | | | | | 6 | 27 | 40 | 15 | 12 | -- | -- | 3.00 | 1.07 | |
| Engineers and Scientists (Non-Construction) | 1016 | <div><div></div><div></div><div></div></div> | | | | | 8 | 28 | 36 | 22 | 6 | -- | -- | 3.12 | 1.03 | |
| Materiel Maintenance Management | 766 | <div><div></div><div></div><div></div></div> | | | | | 9 | 27 | 38 | 18 | 8 | -- | -- | 3.11 | 1.05 | |
| Engineers and Scientists (Construction) | 1286 | <div><div></div><div></div><div></div></div> | | | | | 6 | 28 | 40 | 20 | 6 | -- | -- | 3.09 | 0.97 | |
| Security | 203 | <div><div></div><div></div><div></div></div> | | | | | 11 | 23 | 40 | 18 | 7 | -- | -- | 3.13 | 1.07 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 49 | <div><div></div><div></div><div></div></div> | | | | | 6 | 22 | 43 | 22 | 6 | -- | -- | 3.00 | 0.97 | |
| Public Affairs and Communication Media | 141 | <div><div></div><div></div><div></div></div> | | | | | 8 | 16 | 42 | 23 | 11 | -- | -- | 2.87 | 1.06 | |
| Transportation Management | 170 | <div><div></div><div></div><div></div></div> | | | | | 8 | 28 | 29 | 26 | 10 | -- | -- | 2.97 | 1.11 | |
| Manpower and Force Management | 329 | <div><div></div><div></div><div></div></div> | | | | | 5 | 23 | 46 | 21 | 5 | -- | -- | 3.03 | 0.92 | |
| Housing Management | 97 | <div><div></div><div></div><div></div></div> | | | | | 8 | 19 | 45 | 14 | 13 | -- | -- | 2.94 | 1.09 | |
| Equal Employment Opportunity | 85 | <div><div></div><div></div><div></div></div> | | | | | 7 | 28 | 38 | 19 | 8 | -- | -- | 3.07 | 1.04 | |
| Education Services | 85 | <div><div></div><div></div><div></div></div> | | | | | 7 | 20 | 46 | 19 | 8 | -- | -- | 2.99 | 1.00 | |
| Training | 675 | <div><div></div><div></div><div></div></div> | | | | | 8 | 25 | 39 | 16 | 11 | -- | -- | 3.04 | 1.09 | |
| Ammunition Management | 107 | <div><div></div><div></div><div></div></div> | | | | | 6 | 32 | 41 | 15 | 7 | -- | -- | 3.15 | 0.96 | |
| Information Mission Area (IMA) | 815 | <div><div></div><div></div><div></div></div> | | | | | 8 | 21 | 41 | 20 | 11 | -- | -- | 2.95 | 1.06 | |
| Intelligence (Excepted Services Only) | 431 | <div><div></div><div></div><div></div></div> | | | | | 7 | 23 | 40 | 20 | 10 | -- | -- | 2.96 | 1.05 | |
| Military Personnel Management | 237 | <div><div></div><div></div><div></div></div> | | | | | 9 | 26 | 40 | 17 | 8 | -- | -- | 3.09 | 1.06 | |

■ = % Favorable (Well) ■ = % Adequately ■ = % Unfavorable (Poorly)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|--|--------|--|-----|-----|-----|-----|--|---|---|---|---|----------------------------|----------------------------|------|------------|---|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 |
| YOUR ORGANIZATION | | | | | | | | | | | | | | | | |
| 27g. How well or poorly does your organization fill vacancies quickly? | | | | | | | | | | | | | | | | |
| Total Army | 18647 | <div><div></div><div></div><div></div></div> | | | | | <div><div></div><div></div><div></div><div></div><div></div></div> | | | | | -- | -- | 2.34 | 1.12 | |
| Total Career Program | 9314 | <div><div></div><div></div><div></div></div> | | | | | <div><div></div><div></div><div></div><div></div><div></div></div> | | | | | -- | -- | 2.35 | 1.11 | |
| Civilian Personnel Administration | 224 | <div><div></div><div></div><div></div></div> | | | | | <div><div></div><div></div><div></div><div></div><div></div></div> | | | | | -- | -- | 2.96 | 1.14 | |
| Comptroller | 886 | <div><div></div><div></div><div></div></div> | | | | | <div><div></div><div></div><div></div><div></div><div></div></div> | | | | | -- | -- | 2.50 | 1.09 | |
| Safety Management | 240 | <div><div></div><div></div><div></div></div> | | | | | <div><div></div><div></div><div></div><div></div><div></div></div> | | | | | -- | -- | 2.46 | 1.20 | |
| Supply Management | 732 | <div><div></div><div></div><div></div></div> | | | | | <div><div></div><div></div><div></div><div></div><div></div></div> | | | | | -- | -- | 2.36 | 1.18 | |
| Contracting and Acquisition | 425 | <div><div></div><div></div><div></div></div> | | | | | <div><div></div><div></div><div></div><div></div><div></div></div> | | | | | -- | -- | 2.32 | 1.04 | |
| Quality and Reliability Assurance | 70 | <div><div></div><div></div><div></div></div> | | | | | <div><div></div><div></div><div></div><div></div><div></div></div> | | | | | -- | -- | 2.47 | 1.08 | |
| Engineers and Scientists (Non-Construction) | 1037 | <div><div></div><div></div><div></div></div> | | | | | <div><div></div><div></div><div></div><div></div><div></div></div> | | | | | -- | -- | 2.30 | 1.08 | |
| Materiel Maintenance Management | 775 | <div><div></div><div></div><div></div></div> | | | | | <div><div></div><div></div><div></div><div></div><div></div></div> | | | | | -- | -- | 2.39 | 1.13 | |
| Engineers and Scientists (Construction) | 1310 | <div><div></div><div></div><div></div></div> | | | | | <div><div></div><div></div><div></div><div></div><div></div></div> | | | | | -- | -- | 2.32 | 1.04 | |
| Security | 209 | <div><div></div><div></div><div></div></div> | | | | | <div><div></div><div></div><div></div><div></div><div></div></div> | | | | | -- | -- | 2.44 | 1.17 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 53 | <div><div></div><div></div><div></div></div> | | | | | <div><div></div><div></div><div></div><div></div><div></div></div> | | | | | -- | -- | 2.43 | 1.14 | |
| Public Affairs and Communication Media | 144 | <div><div></div><div></div><div></div></div> | | | | | <div><div></div><div></div><div></div><div></div><div></div></div> | | | | | -- | -- | 2.13 | 1.01 | |
| Transportation Management | 180 | <div><div></div><div></div><div></div></div> | | | | | <div><div></div><div></div><div></div><div></div><div></div></div> | | | | | -- | -- | 2.21 | 1.16 | |
| Manpower and Force Management | 342 | <div><div></div><div></div><div></div></div> | | | | | <div><div></div><div></div><div></div><div></div><div></div></div> | | | | | -- | -- | 2.24 | 1.06 | |
| Housing Management | 105 | <div><div></div><div></div><div></div></div> | | | | | <div><div></div><div></div><div></div><div></div><div></div></div> | | | | | -- | -- | 2.11 | 1.18 | |
| Equal Employment Opportunity | 85 | <div><div></div><div></div><div></div></div> | | | | | <div><div></div><div></div><div></div><div></div><div></div></div> | | | | | -- | -- | 2.54 | 1.11 | |
| Education Services | 86 | <div><div></div><div></div><div></div></div> | | | | | <div><div></div><div></div><div></div><div></div><div></div></div> | | | | | -- | -- | 2.27 | 1.03 | |
| Training | 703 | <div><div></div><div></div><div></div></div> | | | | | <div><div></div><div></div><div></div><div></div><div></div></div> | | | | | -- | -- | 2.37 | 1.12 | |
| Ammunition Management | 111 | <div><div></div><div></div><div></div></div> | | | | | <div><div></div><div></div><div></div><div></div><div></div></div> | | | | | -- | -- | 2.27 | 1.05 | |
| Information Mission Area (IMA) | 843 | <div><div></div><div></div><div></div></div> | | | | | <div><div></div><div></div><div></div><div></div><div></div></div> | | | | | -- | -- | 2.28 | 1.10 | |
| Intelligence (Excepted Services Only) | 453 | <div><div></div><div></div><div></div></div> | | | | | <div><div></div><div></div><div></div><div></div><div></div></div> | | | | | -- | -- | 2.23 | 1.08 | |
| Military Personnel Management | 251 | <div><div></div><div></div><div></div></div> | | | | | <div><div></div><div></div><div></div><div></div><div></div></div> | | | | | -- | -- | 2.35 | 1.18 | |

■ = % Favorable (Well) ■ = % Adequately ■ = % Unfavorable (Poorly)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev |
|--|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | |
| YOUR ORGANIZATION | | | | | | | | | | | | | | | |
| 27h. How well or poorly does your organization link individual and organizational performance? | | | | | | | | | | | | | | | |
| Total Army | 18170 | <div><div></div><div></div><div></div></div> | | | | | 7 | 24 | 41 | 19 | 9 | -- | -- | 3.02 | 1.03 |
| Total Career Program | 9102 | <div><div></div><div></div><div></div></div> | | | | | 7 | 25 | 42 | 19 | 8 | -- | -- | 3.04 | 1.01 |
| Civilian Personnel Administration | 223 | <div><div></div><div></div><div></div></div> | | | | | 13 | 25 | 44 | 15 | 3 | -- | -- | 3.30 | 0.96 |
| Comptroller | 857 | <div><div></div><div></div><div></div></div> | | | | | 9 | 26 | 40 | 19 | 7 | -- | -- | 3.12 | 1.02 |
| Safety Management | 236 | <div><div></div><div></div><div></div></div> | | | | | 8 | 28 | 38 | 21 | 5 | -- | -- | 3.14 | 1.00 |
| Supply Management | 720 | <div><div></div><div></div><div></div></div> | | | | | 7 | 28 | 38 | 16 | 10 | -- | -- | 3.06 | 1.07 |
| Contracting and Acquisition | 413 | <div><div></div><div></div><div></div></div> | | | | | 5 | 26 | 42 | 17 | 10 | -- | -- | 2.99 | 1.02 |
| Quality and Reliability Assurance | 70 | <div><div></div><div></div><div></div></div> | | | | | 3 | 31 | 37 | 20 | 9 | -- | -- | 3.00 | 0.99 |
| Engineers and Scientists (Non-Construction) | 1017 | <div><div></div><div></div><div></div></div> | | | | | 6 | 25 | 43 | 20 | 6 | -- | -- | 3.05 | 0.96 |
| Materiel Maintenance Management | 768 | <div><div></div><div></div><div></div></div> | | | | | 8 | 25 | 38 | 20 | 9 | -- | -- | 3.04 | 1.06 |
| Engineers and Scientists (Construction) | 1283 | <div><div></div><div></div><div></div></div> | | | | | 4 | 24 | 47 | 18 | 6 | -- | -- | 3.01 | 0.92 |
| Security | 202 | <div><div></div><div></div><div></div></div> | | | | | 11 | 24 | 39 | 16 | 10 | -- | -- | 3.09 | 1.11 |
| Quality Assurance Specialists (Ammunition Surveillance) | 48 | <div><div></div><div></div><div></div></div> | | | | | 4 | 23 | 38 | 23 | 13 | -- | -- | 2.83 | 1.05 |
| Public Affairs and Communication Media | 144 | <div><div></div><div></div><div></div></div> | | | | | 4 | 24 | 38 | 23 | 12 | -- | -- | 2.85 | 1.04 |
| Transportation Management | 173 | <div><div></div><div></div><div></div></div> | | | | | 8 | 27 | 40 | 17 | 9 | -- | -- | 3.08 | 1.04 |
| Manpower and Force Management | 334 | <div><div></div><div></div><div></div></div> | | | | | 4 | 24 | 45 | 18 | 8 | -- | -- | 2.99 | 0.97 |
| Housing Management | 101 | <div><div></div><div></div><div></div></div> | | | | | 7 | 22 | 45 | 18 | 9 | -- | -- | 3.00 | 1.01 |
| Equal Employment Opportunity | 86 | <div><div></div><div></div><div></div></div> | | | | | 9 | 29 | 45 | 9 | 7 | -- | -- | 3.24 | 0.99 |
| Education Services | 87 | <div><div></div><div></div><div></div></div> | | | | | 5 | 25 | 41 | 20 | 9 | -- | -- | 2.97 | 1.00 |
| Training | 691 | <div><div></div><div></div><div></div></div> | | | | | 8 | 25 | 38 | 19 | 10 | -- | -- | 3.04 | 1.07 |
| Ammunition Management | 114 | <div><div></div><div></div><div></div></div> | | | | | 4 | 26 | 41 | 18 | 11 | -- | -- | 2.96 | 1.02 |
| Information Mission Area (IMA) | 820 | <div><div></div><div></div><div></div></div> | | | | | 8 | 20 | 42 | 21 | 9 | -- | -- | 2.97 | 1.04 |
| Intelligence (Excepted Services Only) | 427 | <div><div></div><div></div><div></div></div> | | | | | 5 | 23 | 45 | 19 | 8 | -- | -- | 2.97 | 0.97 |
| Military Personnel Management | 240 | <div><div></div><div></div><div></div></div> | | | | | 11 | 23 | 39 | 18 | 9 | -- | -- | 3.10 | 1.10 |

■ = % Favorable (Well) ■ = % Adequately ■ = % Unfavorable (Poorly)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|--|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|---|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 |
| SATISFACTION with CIVILIAN HUMAN RESOURCES | | | | | | | | | | | | | | | | |
| 29a. How well or poorly does the Human Resources Office (Personnel) support you in processing personnel actions (e.g., pay, promotions, benefits) accurately and in a timely manner? | | | | | | | | | | | | | | | | |
| Total Army | 18285 | <div><div></div><div></div><div></div></div> | | | | | 11 | 25 | 36 | 17 | 11 | -8 | -8 | 3.08 | 1.14 | |
| Total Career Program | 9137 | <div><div></div><div></div><div></div></div> | | | | | 11 | 25 | 36 | 17 | 11 | -8 | -6 | 3.09 | 1.14 | |
| Civilian Personnel Administration | 222 | <div><div></div><div></div><div></div></div> | | | | | 40 | 30 | 22 | 5 | 3 | -4 | -7 | 4.00 | 1.04 | |
| Comptroller | 865 | <div><div></div><div></div><div></div></div> | | | | | 10 | 27 | 36 | 16 | 11 | -5 | -4 | 3.08 | 1.13 | |
| Safety Management | 243 | <div><div></div><div></div><div></div></div> | | | | | 10 | 25 | 40 | 17 | 9 | -10 | -12 | 3.09 | 1.08 | |
| Supply Management | 728 | <div><div></div><div></div><div></div></div> | | | | | 13 | 26 | 34 | 15 | 12 | -11 | -1 | 3.14 | 1.17 | |
| Contracting and Acquisition | 413 | <div><div></div><div></div><div></div></div> | | | | | 9 | 22 | 38 | 20 | 10 | -13 | -8 | 2.99 | 1.09 | |
| Quality and Reliability Assurance | 69 | <div><div></div><div></div><div></div></div> | | | | | 7 | 23 | 43 | 17 | 9 | 0 | -11 | 3.03 | 1.02 | |
| Engineers and Scientists (Non-Construction) | 1010 | <div><div></div><div></div><div></div></div> | | | | | 9 | 26 | 36 | 18 | 11 | -13 | -1 | 3.03 | 1.11 | |
| Materiel Maintenance Management | 755 | <div><div></div><div></div><div></div></div> | | | | | 11 | 26 | 35 | 19 | 10 | -4 | -4 | 3.08 | 1.12 | |
| Engineers and Scientists (Construction) | 1279 | <div><div></div><div></div><div></div></div> | | | | | 9 | 24 | 39 | 18 | 11 | -10 | -9 | 3.03 | 1.09 | |
| Security | 207 | <div><div></div><div></div><div></div></div> | | | | | 14 | 27 | 33 | 12 | 14 | -13 | -1 | 3.15 | 1.23 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 52 | <div><div></div><div></div><div></div></div> | | | | | 10 | 31 | 37 | 10 | 13 | -18 | -2 | 3.13 | 1.14 | |
| Public Affairs and Communication Media | 144 | <div><div></div><div></div><div></div></div> | | | | | 13 | 20 | 38 | 15 | 15 | -1 | -14 | 3.00 | 1.21 | |
| Transportation Management | 183 | <div><div></div><div></div><div></div></div> | | | | | 12 | 21 | 34 | 19 | 14 | -13 | +1 | 2.98 | 1.20 | |
| Manpower and Force Management | 331 | <div><div></div><div></div><div></div></div> | | | | | 9 | 22 | 40 | 18 | 11 | -14 | -10 | 3.00 | 1.10 | |
| Housing Management | 106 | <div><div></div><div></div><div></div></div> | | | | | 17 | 21 | 42 | 10 | 10 | +1 | +3 | 3.24 | 1.16 | |
| Equal Employment Opportunity | 84 | <div><div></div><div></div><div></div></div> | | | | | 17 | 30 | 30 | 14 | 10 | +6 | +3 | 3.30 | 1.18 | |
| Education Services | 86 | <div><div></div><div></div><div></div></div> | | | | | 8 | 23 | 38 | 22 | 8 | -7 | -6 | 3.01 | 1.05 | |
| Training | 683 | <div><div></div><div></div><div></div></div> | | | | | 10 | 24 | 38 | 17 | 11 | -13 | -7 | 3.06 | 1.13 | |
| Ammunition Management | 111 | <div><div></div><div></div><div></div></div> | | | | | 12 | 20 | 40 | 15 | 14 | -22 | -8 | 3.01 | 1.17 | |
| Information Mission Area (IMA) | 832 | <div><div></div><div></div><div></div></div> | | | | | 13 | 23 | 35 | 18 | 12 | +1 | -7 | 3.07 | 1.18 | |
| Intelligence (Excepted Services Only) | 442 | <div><div></div><div></div><div></div></div> | | | | | 9 | 28 | 38 | 15 | 10 | -1 | -2 | 3.10 | 1.08 | |
| Military Personnel Management | 243 | <div><div></div><div></div><div></div></div> | | | | | 12 | 28 | 35 | 13 | 12 | -- | -- | 3.15 | 1.16 | |

■ = % Favorable (Well) ■ = % Adequately ■ = % Unfavorable (Poorly)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | | |
|--|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|---|--|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 | |
| SATISFACTION with CIVILIAN HUMAN RESOURCES | | | | | | | | | | | | | | | | | |
| 29b. How well or poorly does the Human Resources Office (Personnel) support you in providing customer-focused service? | | | | | | | | | | | | | | | | | |
| Total Army | 18075 | <div><div></div><div></div><div></div></div> | | | | | 11 | 26 | 36 | 17 | 10 | -3 | -2 | 3.12 | 1.12 | | |
| Total Career Program | 9009 | <div><div></div><div></div><div></div></div> | | | | | 11 | 25 | 36 | 17 | 10 | -2 | -2 | 3.10 | 1.12 | | |
| Civilian Personnel Administration | 223 | <div><div></div><div></div><div></div></div> | | | | | 43 | 26 | 21 | 7 | 4 | -6 | -3 | 3.96 | 1.13 | | |
| Comptroller | 861 | <div><div></div><div></div><div></div></div> | | | | | 10 | 25 | 38 | 16 | 11 | -1 | -1 | 3.09 | 1.12 | | |
| Safety Management | 248 | <div><div></div><div></div><div></div></div> | | | | | 10 | 27 | 34 | 20 | 9 | +3 | -2 | 3.07 | 1.10 | | |
| Supply Management | 720 | <div><div></div><div></div><div></div></div> | | | | | 12 | 28 | 36 | 13 | 11 | +1 | -1 | 3.18 | 1.14 | | |
| Contracting and Acquisition | 407 | <div><div></div><div></div><div></div></div> | | | | | 7 | 27 | 38 | 20 | 9 | -10 | -4 | 3.04 | 1.04 | | |
| Quality and Reliability Assurance | 69 | <div><div></div><div></div><div></div></div> | | | | | 7 | 28 | 42 | 16 | 7 | +20 | +7 | 3.12 | 1.00 | | |
| Engineers and Scientists (Non-Construction) | 969 | <div><div></div><div></div><div></div></div> | | | | | 8 | 26 | 38 | 20 | 8 | -7 | -2 | 3.04 | 1.05 | | |
| Materiel Maintenance Management | 739 | <div><div></div><div></div><div></div></div> | | | | | 9 | 27 | 38 | 18 | 8 | -2 | +2 | 3.12 | 1.06 | | |
| Engineers and Scientists (Construction) | 1257 | <div><div></div><div></div><div></div></div> | | | | | 8 | 25 | 38 | 19 | 11 | -8 | -6 | 2.99 | 1.08 | | |
| Security | 204 | <div><div></div><div></div><div></div></div> | | | | | 12 | 31 | 33 | 11 | 12 | +3 | +11 | 3.21 | 1.16 | | |
| Quality Assurance Specialists (Ammunition Surveillance) | 51 | <div><div></div><div></div><div></div></div> | | | | | 10 | 25 | 37 | 16 | 12 | -19 | +2 | 3.06 | 1.13 | | |
| Public Affairs and Communication Media | 142 | <div><div></div><div></div><div></div></div> | | | | | 14 | 19 | 36 | 15 | 15 | +5 | -5 | 3.01 | 1.24 | | |
| Transportation Management | 183 | <div><div></div><div></div><div></div></div> | | | | | 11 | 25 | 37 | 15 | 13 | -5 | +5 | 3.06 | 1.16 | | |
| Manpower and Force Management | 333 | <div><div></div><div></div><div></div></div> | | | | | 9 | 22 | 38 | 19 | 12 | -1 | +4 | 2.98 | 1.12 | | |
| Housing Management | 105 | <div><div></div><div></div><div></div></div> | | | | | 18 | 19 | 42 | 12 | 9 | +6 | -2 | 3.26 | 1.15 | | |
| Equal Employment Opportunity | 84 | <div><div></div><div></div><div></div></div> | | | | | 19 | 20 | 30 | 21 | 10 | +2 | 0 | 3.18 | 1.24 | | |
| Education Services | 86 | <div><div></div><div></div><div></div></div> | | | | | 9 | 22 | 38 | 19 | 12 | -1 | -9 | 2.99 | 1.12 | | |
| Training | 670 | <div><div></div><div></div><div></div></div> | | | | | 11 | 26 | 35 | 17 | 11 | 0 | 0 | 3.07 | 1.14 | | |
| Ammunition Management | 107 | <div><div></div><div></div><div></div></div> | | | | | 8 | 23 | 40 | 16 | 12 | -5 | -24 | 3.00 | 1.10 | | |
| Information Mission Area (IMA) | 824 | <div><div></div><div></div><div></div></div> | | | | | 14 | 24 | 34 | 18 | 9 | +3 | -1 | 3.15 | 1.15 | | |
| Intelligence (Excepted Services Only) | 435 | <div><div></div><div></div><div></div></div> | | | | | 9 | 23 | 36 | 19 | 12 | -2 | +3 | 2.99 | 1.13 | | |
| Military Personnel Management | 243 | <div><div></div><div></div><div></div></div> | | | | | 16 | 26 | 33 | 14 | 10 | -- | -- | 3.23 | 1.19 | | |

= % Favorable (Well)
 = % Adequately
 = % Unfavorable (Poorly)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|--|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|--|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | 1 | | | | |
| SATISFACTION with CIVILIAN HUMAN RESOURCES | | | | | | | | | | | | | | | | |
| 29c. How well or poorly does the Human Resources Office (Personnel) support you in providing guidance and program assistance on family-friendly quality of work life issues? | | | | | | | | | | | | | | | | |
| Total Army | 14754 | <div><div></div><div></div><div></div></div> | | | | | 10 | 25 | 38 | 17 | 11 | +1 | +6 | 3.05 | 1.11 | |
| Total Career Program | 7148 | <div><div></div><div></div><div></div></div> | | | | | 9 | 24 | 38 | 18 | 11 | 0 | +5 | 3.04 | 1.10 | |
| Civilian Personnel Administration | 207 | <div><div></div><div></div><div></div></div> | | | | | 33 | 28 | 24 | 11 | 4 | -6 | -1 | 3.73 | 1.16 | |
| Comptroller | 682 | <div><div></div><div></div><div></div></div> | | | | | 9 | 24 | 39 | 16 | 12 | -3 | +8 | 3.03 | 1.11 | |
| Safety Management | 205 | <div><div></div><div></div><div></div></div> | | | | | 10 | 22 | 36 | 20 | 12 | +10 | +2 | 2.98 | 1.13 | |
| Supply Management | 576 | <div><div></div><div></div><div></div></div> | | | | | 10 | 27 | 39 | 13 | 10 | +1 | +8 | 3.14 | 1.10 | |
| Contracting and Acquisition | 324 | <div><div></div><div></div><div></div></div> | | | | | 5 | 29 | 37 | 19 | 10 | -4 | +3 | 2.99 | 1.04 | |
| Quality and Reliability Assurance | 60 | <div><div></div><div></div><div></div></div> | | | | | 5 | 25 | 43 | 13 | 13 | +11 | +5 | 2.95 | 1.06 | |
| Engineers and Scientists (Non-Construction) | 701 | <div><div></div><div></div><div></div></div> | | | | | 7 | 24 | 43 | 19 | 8 | -1 | +1 | 3.03 | 1.00 | |
| Materiel Maintenance Management | 626 | <div><div></div><div></div><div></div></div> | | | | | 7 | 26 | 42 | 17 | 9 | +1 | +8 | 3.06 | 1.03 | |
| Engineers and Scientists (Construction) | 968 | <div><div></div><div></div><div></div></div> | | | | | 6 | 24 | 40 | 19 | 11 | -3 | +2 | 2.97 | 1.06 | |
| Security | 167 | <div><div></div><div></div><div></div></div> | | | | | 12 | 28 | 31 | 16 | 13 | +5 | +16 | 3.10 | 1.20 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 42 | <div><div></div><div></div><div></div></div> | | | | | 10 | 29 | 36 | 14 | 12 | -7 | +2 | 3.10 | 1.13 | |
| Public Affairs and Communication Media | 120 | <div><div></div><div></div><div></div></div> | | | | | 11 | 21 | 31 | 20 | 18 | +9 | +7 | 2.88 | 1.24 | |
| Transportation Management | 146 | <div><div></div><div></div><div></div></div> | | | | | 10 | 23 | 42 | 14 | 12 | 0 | +13 | 3.06 | 1.11 | |
| Manpower and Force Management | 255 | <div><div></div><div></div><div></div></div> | | | | | 9 | 22 | 37 | 18 | 14 | -5 | +11 | 2.94 | 1.14 | |
| Housing Management | 91 | <div><div></div><div></div><div></div></div> | | | | | 16 | 22 | 40 | 12 | 10 | +13 | +12 | 3.23 | 1.16 | |
| Equal Employment Opportunity | 75 | <div><div></div><div></div><div></div></div> | | | | | 13 | 21 | 29 | 24 | 12 | -8 | +10 | 3.00 | 1.21 | |
| Education Services | 64 | <div><div></div><div></div><div></div></div> | | | | | 8 | 19 | 39 | 22 | 13 | +2 | +5 | 2.88 | 1.10 | |
| Training | 517 | <div><div></div><div></div><div></div></div> | | | | | 7 | 25 | 39 | 18 | 11 | -1 | +6 | 3.00 | 1.07 | |
| Ammunition Management | 84 | <div><div></div><div></div><div></div></div> | | | | | 11 | 21 | 45 | 11 | 12 | -2 | +5 | 3.08 | 1.10 | |
| Information Mission Area (IMA) | 666 | <div><div></div><div></div><div></div></div> | | | | | 11 | 21 | 38 | 20 | 10 | +8 | +7 | 3.02 | 1.12 | |
| Intelligence (Excepted Services Only) | 321 | <div><div></div><div></div><div></div></div> | | | | | 7 | 21 | 36 | 21 | 15 | +4 | +13 | 2.84 | 1.13 | |
| Military Personnel Management | 210 | <div><div></div><div></div><div></div></div> | | | | | 13 | 23 | 35 | 18 | 12 | -- | -- | 3.07 | 1.18 | |

■ = % Favorable (Well) ■ = % Adequately ■ = % Unfavorable (Poorly)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|---|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|---|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 |
| SATISFACTION with CIVILIAN HUMAN RESOURCES | | | | | | | | | | | | | | | | |
| 29d. How well or poorly does the Human Resources Office (Personnel) support you in providing career counseling? | | | | | | | | | | | | | | | | |
| Total Army | 15067 | <div><div></div><div></div><div></div></div> | | | | | 6 | 15 | 30 | 30 | 19 | -- | -- | 2.59 | 1.14 | |
| Total Career Program | 7367 | <div><div></div><div></div><div></div></div> | | | | | 6 | 14 | 30 | 30 | 20 | -- | -- | 2.55 | 1.12 | |
| Civilian Personnel Administration | 196 | <div><div></div><div></div><div></div></div> | | | | | 21 | 24 | 25 | 22 | 7 | -- | -- | 3.31 | 1.23 | |
| Comptroller | 648 | <div><div></div><div></div><div></div></div> | | | | | 6 | 13 | 31 | 32 | 18 | -- | -- | 2.56 | 1.10 | |
| Safety Management | 211 | <div><div></div><div></div><div></div></div> | | | | | 6 | 11 | 29 | 31 | 23 | -- | -- | 2.45 | 1.13 | |
| Supply Management | 609 | <div><div></div><div></div><div></div></div> | | | | | 7 | 18 | 29 | 27 | 18 | -- | -- | 2.70 | 1.18 | |
| Contracting and Acquisition | 307 | <div><div></div><div></div><div></div></div> | | | | | 5 | 18 | 35 | 27 | 17 | -- | -- | 2.67 | 1.09 | |
| Quality and Reliability Assurance | 57 | <div><div></div><div></div><div></div></div> | | | | | 5 | 18 | 35 | 26 | 16 | -- | -- | 2.70 | 1.09 | |
| Engineers and Scientists (Non-Construction) | 733 | <div><div></div><div></div><div></div></div> | | | | | 3 | 12 | 33 | 33 | 18 | -- | -- | 2.49 | 1.02 | |
| Materiel Maintenance Management | 650 | <div><div></div><div></div><div></div></div> | | | | | 5 | 17 | 32 | 29 | 18 | -- | -- | 2.63 | 1.11 | |
| Engineers and Scientists (Construction) | 996 | <div><div></div><div></div><div></div></div> | | | | | 3 | 11 | 33 | 32 | 21 | -- | -- | 2.43 | 1.04 | |
| Security | 170 | <div><div></div><div></div><div></div></div> | | | | | 8 | 20 | 24 | 29 | 19 | -- | -- | 2.69 | 1.22 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 46 | <div><div></div><div></div><div></div></div> | | | | | 9 | 20 | 41 | 20 | 11 | -- | -- | 2.96 | 1.08 | |
| Public Affairs and Communication Media | 124 | <div><div></div><div></div><div></div></div> | | | | | 4 | 8 | 27 | 31 | 29 | -- | -- | 2.27 | 1.09 | |
| Transportation Management | 160 | <div><div></div><div></div><div></div></div> | | | | | 7 | 16 | 28 | 26 | 23 | -- | -- | 2.58 | 1.20 | |
| Manpower and Force Management | 268 | <div><div></div><div></div><div></div></div> | | | | | 5 | 9 | 28 | 31 | 28 | -- | -- | 2.31 | 1.11 | |
| Housing Management | 94 | <div><div></div><div></div><div></div></div> | | | | | 12 | 16 | 32 | 27 | 14 | -- | -- | 2.85 | 1.19 | |
| Equal Employment Opportunity | 71 | <div><div></div><div></div><div></div></div> | | | | | 4 | 14 | 23 | 45 | 14 | -- | -- | 2.49 | 1.03 | |
| Education Services | 68 | <div><div></div><div></div><div></div></div> | | | | | 3 | 9 | 35 | 26 | 26 | -- | -- | 2.35 | 1.05 | |
| Training | 562 | <div><div></div><div></div><div></div></div> | | | | | 5 | 15 | 28 | 31 | 21 | -- | -- | 2.52 | 1.12 | |
| Ammunition Management | 86 | <div><div></div><div></div><div></div></div> | | | | | 6 | 14 | 35 | 23 | 22 | -- | -- | 2.58 | 1.15 | |
| Information Mission Area (IMA) | 693 | <div><div></div><div></div><div></div></div> | | | | | 6 | 13 | 30 | 32 | 19 | -- | -- | 2.57 | 1.13 | |
| Intelligence (Excepted Services Only) | 362 | <div><div></div><div></div><div></div></div> | | | | | 3 | 11 | 24 | 36 | 26 | -- | -- | 2.29 | 1.06 | |
| Military Personnel Management | 212 | <div><div></div><div></div><div></div></div> | | | | | 8 | 16 | 28 | 28 | 20 | -- | -- | 2.62 | 1.19 | |

= % Favorable (Well)
 = % Adequately
 = % Unfavorable (Poorly)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|---|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|---|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 |
| SATISFACTION with CIVILIAN HUMAN RESOURCES | | | | | | | | | | | | | | | | |
| 29e. How well or poorly does the Human Resources Office (Personnel) support you in providing counseling, information, or training on retirement and benefits? | | | | | | | | | | | | | | | | |
| Total Army | 16286 | <div><div></div><div></div><div></div></div> | | | | | 8 | 22 | 37 | 19 | 13 | -8 | -6 | 2.93 | 1.12 | |
| Total Career Program | 8054 | <div><div></div><div></div><div></div></div> | | | | | 8 | 22 | 38 | 19 | 13 | -9 | -6 | 2.94 | 1.11 | |
| Civilian Personnel Administration | 200 | <div><div></div><div></div><div></div></div> | | | | | 28 | 33 | 20 | 12 | 8 | -4 | -1 | 3.61 | 1.22 | |
| Comptroller | 751 | <div><div></div><div></div><div></div></div> | | | | | 8 | 21 | 39 | 20 | 13 | -7 | -5 | 2.90 | 1.11 | |
| Safety Management | 213 | <div><div></div><div></div><div></div></div> | | | | | 6 | 20 | 35 | 18 | 21 | +2 | -6 | 2.73 | 1.17 | |
| Supply Management | 659 | <div><div></div><div></div><div></div></div> | | | | | 9 | 27 | 35 | 17 | 12 | -4 | 0 | 3.04 | 1.13 | |
| Contracting and Acquisition | 359 | <div><div></div><div></div><div></div></div> | | | | | 9 | 27 | 37 | 17 | 10 | -3 | -1 | 3.08 | 1.09 | |
| Quality and Reliability Assurance | 66 | <div><div></div><div></div><div></div></div> | | | | | 9 | 20 | 39 | 18 | 14 | +3 | +12 | 2.92 | 1.13 | |
| Engineers and Scientists (Non-Construction) | 855 | <div><div></div><div></div><div></div></div> | | | | | 7 | 25 | 45 | 16 | 8 | -18 | -7 | 3.06 | 1.00 | |
| Materiel Maintenance Management | 699 | <div><div></div><div></div><div></div></div> | | | | | 7 | 23 | 42 | 18 | 10 | -8 | -7 | 2.98 | 1.05 | |
| Engineers and Scientists (Construction) | 1128 | <div><div></div><div></div><div></div></div> | | | | | 6 | 21 | 41 | 22 | 11 | -13 | -11 | 2.89 | 1.04 | |
| Security | 173 | <div><div></div><div></div><div></div></div> | | | | | 9 | 20 | 38 | 18 | 16 | -11 | -2 | 2.88 | 1.16 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 48 | <div><div></div><div></div><div></div></div> | | | | | 8 | 35 | 31 | 15 | 10 | -8 | +6 | 3.17 | 1.11 | |
| Public Affairs and Communication Media | 128 | <div><div></div><div></div><div></div></div> | | | | | 6 | 11 | 43 | 22 | 18 | -14 | -14 | 2.66 | 1.09 | |
| Transportation Management | 163 | <div><div></div><div></div><div></div></div> | | | | | 9 | 20 | 41 | 16 | 15 | -9 | +3 | 2.91 | 1.13 | |
| Manpower and Force Management | 289 | <div><div></div><div></div><div></div></div> | | | | | 6 | 17 | 38 | 22 | 18 | -13 | -2 | 2.71 | 1.12 | |
| Housing Management | 94 | <div><div></div><div></div><div></div></div> | | | | | 17 | 22 | 37 | 12 | 12 | +1 | -7 | 3.21 | 1.20 | |
| Equal Employment Opportunity | 76 | <div><div></div><div></div><div></div></div> | | | | | 7 | 20 | 36 | 26 | 12 | -16 | -6 | 2.83 | 1.08 | |
| Education Services | 77 | <div><div></div><div></div><div></div></div> | | | | | 9 | 12 | 48 | 16 | 16 | -8 | -14 | 2.83 | 1.11 | |
| Training | 607 | <div><div></div><div></div><div></div></div> | | | | | 8 | 21 | 39 | 19 | 14 | -8 | -8 | 2.89 | 1.11 | |
| Ammunition Management | 97 | <div><div></div><div></div><div></div></div> | | | | | 8 | 23 | 43 | 14 | 11 | -9 | -13 | 3.02 | 1.07 | |
| Information Mission Area (IMA) | 735 | <div><div></div><div></div><div></div></div> | | | | | 9 | 22 | 34 | 21 | 13 | 0 | -4 | 2.94 | 1.15 | |
| Intelligence (Excepted Services Only) | 373 | <div><div></div><div></div><div></div></div> | | | | | 5 | 17 | 35 | 24 | 20 | -9 | -10 | 2.64 | 1.11 | |
| Military Personnel Management | 222 | <div><div></div><div></div><div></div></div> | | | | | 10 | 19 | 35 | 18 | 18 | -- | -- | 2.86 | 1.21 | |

= % Favorable (Well)
 = % Adequately
 = % Unfavorable (Poorly)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|---|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|--|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | 1 | | | | |
| SATISFACTION with CIVILIAN HUMAN RESOURCES | | | | | | | | | | | | | | | | |
| 29f. How well or poorly does the Human Resources Office (Personnel) support you in finding sources for all types of training? | | | | | | | | | | | | | | | | |
| Total Army | 15813 | <div><div></div><div></div><div></div></div> | | | | | 7 | 19 | 36 | 24 | 14 | -7 | -2 | 2.80 | 1.11 | |
| Total Career Program | 7889 | <div><div></div><div></div><div></div></div> | | | | | 7 | 19 | 37 | 23 | 14 | -7 | -3 | 2.82 | 1.10 | |
| Civilian Personnel Administration | 202 | <div><div></div><div></div><div></div></div> | | | | | 26 | 28 | 24 | 16 | 5 | -6 | -3 | 3.54 | 1.19 | |
| Comptroller | 731 | <div><div></div><div></div><div></div></div> | | | | | 6 | 19 | 35 | 26 | 14 | -7 | -3 | 2.76 | 1.09 | |
| Safety Management | 212 | <div><div></div><div></div><div></div></div> | | | | | 7 | 14 | 36 | 24 | 19 | -2 | -12 | 2.66 | 1.15 | |
| Supply Management | 634 | <div><div></div><div></div><div></div></div> | | | | | 8 | 24 | 38 | 19 | 11 | -5 | +2 | 2.98 | 1.09 | |
| Contracting and Acquisition | 342 | <div><div></div><div></div><div></div></div> | | | | | 6 | 25 | 40 | 18 | 12 | -6 | 0 | 2.96 | 1.06 | |
| Quality and Reliability Assurance | 64 | <div><div></div><div></div><div></div></div> | | | | | 6 | 22 | 31 | 22 | 19 | +11 | +15 | 2.75 | 1.17 | |
| Engineers and Scientists (Non-Construction) | 845 | <div><div></div><div></div><div></div></div> | | | | | 6 | 24 | 41 | 20 | 10 | -10 | -3 | 2.97 | 1.03 | |
| Materiel Maintenance Management | 684 | <div><div></div><div></div><div></div></div> | | | | | 6 | 21 | 40 | 23 | 10 | -5 | -7 | 2.90 | 1.04 | |
| Engineers and Scientists (Construction) | 1085 | <div><div></div><div></div><div></div></div> | | | | | 5 | 16 | 39 | 26 | 15 | -6 | -1 | 2.69 | 1.05 | |
| Security | 175 | <div><div></div><div></div><div></div></div> | | | | | 8 | 19 | 34 | 25 | 14 | -13 | +5 | 2.82 | 1.14 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 46 | <div><div></div><div></div><div></div></div> | | | | | 9 | 26 | 41 | 13 | 11 | -11 | +1 | 3.09 | 1.08 | |
| Public Affairs and Communication Media | 122 | <div><div></div><div></div><div></div></div> | | | | | 6 | 12 | 30 | 30 | 23 | -9 | -4 | 2.48 | 1.14 | |
| Transportation Management | 160 | <div><div></div><div></div><div></div></div> | | | | | 8 | 20 | 36 | 20 | 17 | -9 | +6 | 2.81 | 1.16 | |
| Manpower and Force Management | 286 | <div><div></div><div></div><div></div></div> | | | | | 5 | 15 | 30 | 31 | 19 | -9 | -9 | 2.55 | 1.10 | |
| Housing Management | 97 | <div><div></div><div></div><div></div></div> | | | | | 10 | 18 | 37 | 22 | 13 | -2 | -6 | 2.90 | 1.15 | |
| Equal Employment Opportunity | 74 | <div><div></div><div></div><div></div></div> | | | | | 9 | 18 | 32 | 28 | 12 | -13 | +4 | 2.84 | 1.14 | |
| Education Services | 75 | <div><div></div><div></div><div></div></div> | | | | | 3 | 16 | 41 | 23 | 17 | -9 | -4 | 2.64 | 1.03 | |
| Training | 584 | <div><div></div><div></div><div></div></div> | | | | | 6 | 18 | 37 | 24 | 15 | -10 | -4 | 2.77 | 1.10 | |
| Ammunition Management | 97 | <div><div></div><div></div><div></div></div> | | | | | 9 | 23 | 37 | 20 | 11 | 0 | +1 | 2.99 | 1.12 | |
| Information Mission Area (IMA) | 723 | <div><div></div><div></div><div></div></div> | | | | | 7 | 18 | 35 | 25 | 15 | +2 | -2 | 2.76 | 1.12 | |
| Intelligence (Excepted Services Only) | 382 | <div><div></div><div></div><div></div></div> | | | | | 4 | 14 | 35 | 27 | 20 | -11 | -2 | 2.55 | 1.07 | |
| Military Personnel Management | 226 | <div><div></div><div></div><div></div></div> | | | | | 8 | 19 | 34 | 23 | 16 | -- | -- | 2.79 | 1.15 | |

= % Favorable (Well)
 = % Adequately
 = % Unfavorable (Poorly)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|--|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|---|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 |
| SATISFACTION with CIVILIAN HUMAN RESOURCES | | | | | | | | | | | | | | | | |
| 29g. How well or poorly does the Human Resources Office (Personnel) support you in providing counseling, information, or training on financial planning? | | | | | | | | | | | | | | | | |
| Total Army | 14175 | <div><div></div><div></div><div></div></div> | | | | | 6 | 17 | 34 | 27 | 17 | -- | -- | 2.68 | 1.12 | |
| Total Career Program | 6935 | <div><div></div><div></div><div></div></div> | | | | | 6 | 16 | 34 | 27 | 17 | -- | -- | 2.66 | 1.10 | |
| Civilian Personnel Administration | 173 | <div><div></div><div></div><div></div></div> | | | | | 20 | 19 | 28 | 21 | 11 | -- | -- | 3.16 | 1.28 | |
| Comptroller | 621 | <div><div></div><div></div><div></div></div> | | | | | 5 | 16 | 32 | 29 | 19 | -- | -- | 2.59 | 1.11 | |
| Safety Management | 199 | <div><div></div><div></div><div></div></div> | | | | | 6 | 13 | 34 | 23 | 24 | -- | -- | 2.55 | 1.16 | |
| Supply Management | 583 | <div><div></div><div></div><div></div></div> | | | | | 7 | 22 | 34 | 23 | 14 | -- | -- | 2.84 | 1.12 | |
| Contracting and Acquisition | 302 | <div><div></div><div></div><div></div></div> | | | | | 5 | 20 | 36 | 25 | 15 | -- | -- | 2.75 | 1.07 | |
| Quality and Reliability Assurance | 55 | <div><div></div><div></div><div></div></div> | | | | | 7 | 13 | 35 | 27 | 18 | -- | -- | 2.64 | 1.13 | |
| Engineers and Scientists (Non-Construction) | 710 | <div><div></div><div></div><div></div></div> | | | | | 3 | 16 | 38 | 29 | 14 | -- | -- | 2.67 | 1.01 | |
| Materiel Maintenance Management | 617 | <div><div></div><div></div><div></div></div> | | | | | 5 | 18 | 37 | 26 | 14 | -- | -- | 2.74 | 1.06 | |
| Engineers and Scientists (Construction) | 953 | <div><div></div><div></div><div></div></div> | | | | | 4 | 13 | 35 | 31 | 18 | -- | -- | 2.55 | 1.05 | |
| Security | 160 | <div><div></div><div></div><div></div></div> | | | | | 8 | 16 | 36 | 24 | 16 | -- | -- | 2.78 | 1.14 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 43 | <div><div></div><div></div><div></div></div> | | | | | 12 | 23 | 37 | 19 | 9 | -- | -- | 3.09 | 1.12 | |
| Public Affairs and Communication Media | 113 | <div><div></div><div></div><div></div></div> | | | | | 5 | 9 | 35 | 24 | 27 | -- | -- | 2.41 | 1.13 | |
| Transportation Management | 138 | <div><div></div><div></div><div></div></div> | | | | | 7 | 18 | 37 | 16 | 22 | -- | -- | 2.70 | 1.19 | |
| Manpower and Force Management | 244 | <div><div></div><div></div><div></div></div> | | | | | 4 | 11 | 33 | 28 | 23 | -- | -- | 2.45 | 1.09 | |
| Housing Management | 84 | <div><div></div><div></div><div></div></div> | | | | | 12 | 14 | 33 | 27 | 13 | -- | -- | 2.85 | 1.18 | |
| Equal Employment Opportunity | 62 | <div><div></div><div></div><div></div></div> | | | | | 5 | 13 | 27 | 40 | 15 | -- | -- | 2.53 | 1.04 | |
| Education Services | 68 | <div><div></div><div></div><div></div></div> | | | | | 3 | 13 | 41 | 21 | 22 | -- | -- | 2.54 | 1.06 | |
| Training | 511 | <div><div></div><div></div><div></div></div> | | | | | 5 | 17 | 34 | 26 | 18 | -- | -- | 2.63 | 1.10 | |
| Ammunition Management | 85 | <div><div></div><div></div><div></div></div> | | | | | 7 | 16 | 40 | 20 | 16 | -- | -- | 2.78 | 1.12 | |
| Information Mission Area (IMA) | 635 | <div><div></div><div></div><div></div></div> | | | | | 6 | 16 | 32 | 29 | 17 | -- | -- | 2.66 | 1.13 | |
| Intelligence (Excepted Services Only) | 338 | <div><div></div><div></div><div></div></div> | | | | | 3 | 13 | 30 | 32 | 22 | -- | -- | 2.44 | 1.06 | |
| Military Personnel Management | 200 | <div><div></div><div></div><div></div></div> | | | | | 7 | 17 | 29 | 29 | 18 | -- | -- | 2.66 | 1.16 | |

= % Favorable (Well)
 = % Adequately
 = % Unfavorable (Poorly)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | | |
|---|--------|---|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|---|--|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 | |
| SATISFACTION with CIVILIAN HUMAN RESOURCES | | | | | | | | | | | | | | | | | |
| 29h. How well or poorly does the Human Resources Office (Personnel) support you in providing counseling, information, or training on employee wellness (e.g., employee assistance/physical fitness programs)? | | | | | | | | | | | | | | | | | |
| Total Army | 14876 | <div><div></div><div></div><div></div></div> <div>25%36%39%</div> | | | | | 6 | 19 | 36 | 24 | 15 | -- | -- | 2.77 | 1.11 | | |
| Total Career Program | 7302 | <div><div></div><div></div><div></div></div> <div>25%37%39%</div> | | | | | 6 | 19 | 37 | 23 | 15 | -- | -- | 2.77 | 1.11 | | |
| Civilian Personnel Administration | 182 | <div><div></div><div></div><div></div></div> <div>43%29%28%</div> | | | | | 21 | 22 | 29 | 17 | 11 | -- | -- | 3.25 | 1.27 | | |
| Comptroller | 656 | <div><div></div><div></div><div></div></div> <div>21%37%42%</div> | | | | | 6 | 15 | 37 | 26 | 16 | -- | -- | 2.68 | 1.09 | | |
| Safety Management | 205 | <div><div></div><div></div><div></div></div> <div>20%35%45%</div> | | | | | 6 | 14 | 35 | 26 | 20 | -- | -- | 2.61 | 1.13 | | |
| Supply Management | 598 | <div><div></div><div></div><div></div></div> <div>29%38%33%</div> | | | | | 7 | 22 | 38 | 20 | 14 | -- | -- | 2.88 | 1.11 | | |
| Contracting and Acquisition | 329 | <div><div></div><div></div><div></div></div> <div>28%39%33%</div> | | | | | 5 | 22 | 39 | 22 | 11 | -- | -- | 2.88 | 1.04 | | |
| Quality and Reliability Assurance | 56 | <div><div></div><div></div><div></div></div> <div>23%41%36%</div> | | | | | 7 | 16 | 41 | 21 | 14 | -- | -- | 2.80 | 1.09 | | |
| Engineers and Scientists (Non-Construction) | 770 | <div><div></div><div></div><div></div></div> <div>26%41%33%</div> | | | | | 5 | 21 | 41 | 21 | 12 | -- | -- | 2.88 | 1.04 | | |
| Materiel Maintenance Management | 640 | <div><div></div><div></div><div></div></div> <div>25%40%36%</div> | | | | | 6 | 19 | 40 | 24 | 12 | -- | -- | 2.84 | 1.06 | | |
| Engineers and Scientists (Construction) | 1009 | <div><div></div><div></div><div></div></div> <div>23%39%38%</div> | | | | | 5 | 18 | 39 | 25 | 14 | -- | -- | 2.76 | 1.06 | | |
| Security | 162 | <div><div></div><div></div><div></div></div> <div>24%32%44%</div> | | | | | 9 | 15 | 32 | 27 | 17 | -- | -- | 2.72 | 1.17 | | |
| Quality Assurance Specialists (Ammunition Surveillance) | 45 | <div><div></div><div></div><div></div></div> <div>31%42%27%</div> | | | | | 9 | 22 | 42 | 11 | 16 | -- | -- | 2.98 | 1.14 | | |
| Public Affairs and Communication Media | 120 | <div><div></div><div></div><div></div></div> <div>18%39%43%</div> | | | | | 5 | 13 | 39 | 21 | 23 | -- | -- | 2.57 | 1.12 | | |
| Transportation Management | 149 | <div><div></div><div></div><div></div></div> <div>27%35%38%</div> | | | | | 7 | 20 | 35 | 17 | 21 | -- | -- | 2.74 | 1.19 | | |
| Manpower and Force Management | 268 | <div><div></div><div></div><div></div></div> <div>21%32%48%</div> | | | | | 4 | 17 | 32 | 25 | 23 | -- | -- | 2.54 | 1.12 | | |
| Housing Management | 91 | <div><div></div><div></div><div></div></div> <div>27%42%31%</div> | | | | | 11 | 16 | 42 | 15 | 15 | -- | -- | 2.92 | 1.17 | | |
| Equal Employment Opportunity | 72 | <div><div></div><div></div><div></div></div> <div>28%31%42%</div> | | | | | 4 | 24 | 31 | 31 | 11 | -- | -- | 2.79 | 1.05 | | |
| Education Services | 70 | <div><div></div><div></div><div></div></div> <div>17%40%43%</div> | | | | | 4 | 13 | 40 | 20 | 23 | -- | -- | 2.56 | 1.10 | | |
| Training | 534 | <div><div></div><div></div><div></div></div> <div>24%32%44%</div> | | | | | 5 | 19 | 32 | 27 | 17 | -- | -- | 2.69 | 1.12 | | |
| Ammunition Management | 84 | <div><div></div><div></div><div></div></div> <div>26%37%37%</div> | | | | | 7 | 19 | 37 | 18 | 19 | -- | -- | 2.77 | 1.17 | | |
| Information Mission Area (IMA) | 665 | <div><div></div><div></div><div></div></div> <div>26%36%39%</div> | | | | | 6 | 19 | 36 | 24 | 15 | -- | -- | 2.78 | 1.11 | | |
| Intelligence (Excepted Services Only) | 353 | <div><div></div><div></div><div></div></div> <div>20%31%49%</div> | | | | | 3 | 17 | 31 | 28 | 21 | -- | -- | 2.52 | 1.09 | | |
| Military Personnel Management | 203 | <div><div></div><div></div><div></div></div> <div>26%28%46%</div> | | | | | 8 | 18 | 28 | 27 | 19 | -- | -- | 2.69 | 1.21 | | |

= % Favorable (Well)
 = % Adequately
 = % Unfavorable (Poorly)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|---|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|---|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 |
| SATISFACTION with CIVILIAN HUMAN RESOURCES | | | | | | | | | | | | | | | | |
| 29i. How well or poorly does the Human Resources Office (Personnel) support you in providing training in supervisory/management skills? | | | | | | | | | | | | | | | | |
| Total Army | 17242 | <div><div></div><div></div><div></div></div> | | | | | 7 | 22 | 38 | 22 | 12 | -- | -- | 2.89 | 1.09 | |
| Total Career Program | 8603 | <div><div></div><div></div><div></div></div> | | | | | 7 | 22 | 38 | 21 | 12 | -- | -- | 2.91 | 1.08 | |
| Civilian Personnel Administration | 211 | <div><div></div><div></div><div></div></div> | | | | | 27 | 30 | 28 | 11 | 4 | -- | -- | 3.64 | 1.12 | |
| Comptroller | 803 | <div><div></div><div></div><div></div></div> | | | | | 7 | 22 | 37 | 22 | 11 | -- | -- | 2.92 | 1.08 | |
| Safety Management | 224 | <div><div></div><div></div><div></div></div> | | | | | 5 | 17 | 36 | 24 | 17 | -- | -- | 2.70 | 1.11 | |
| Supply Management | 679 | <div><div></div><div></div><div></div></div> | | | | | 8 | 24 | 36 | 21 | 10 | -- | -- | 3.00 | 1.09 | |
| Contracting and Acquisition | 389 | <div><div></div><div></div><div></div></div> | | | | | 7 | 26 | 42 | 16 | 9 | -- | -- | 3.06 | 1.03 | |
| Quality and Reliability Assurance | 64 | <div><div></div><div></div><div></div></div> | | | | | 5 | 25 | 31 | 22 | 17 | -- | -- | 2.78 | 1.14 | |
| Engineers and Scientists (Non-Construction) | 941 | <div><div></div><div></div><div></div></div> | | | | | 6 | 24 | 42 | 20 | 9 | -- | -- | 2.98 | 1.00 | |
| Materiel Maintenance Management | 717 | <div><div></div><div></div><div></div></div> | | | | | 7 | 22 | 41 | 19 | 11 | -- | -- | 2.93 | 1.06 | |
| Engineers and Scientists (Construction) | 1224 | <div><div></div><div></div><div></div></div> | | | | | 5 | 21 | 39 | 23 | 11 | -- | -- | 2.87 | 1.04 | |
| Security | 188 | <div><div></div><div></div><div></div></div> | | | | | 8 | 21 | 35 | 23 | 13 | -- | -- | 2.87 | 1.13 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 49 | <div><div></div><div></div><div></div></div> | | | | | 6 | 27 | 39 | 20 | 8 | -- | -- | 3.02 | 1.02 | |
| Public Affairs and Communication Media | 135 | <div><div></div><div></div><div></div></div> | | | | | 7 | 16 | 36 | 24 | 16 | -- | -- | 2.73 | 1.12 | |
| Transportation Management | 175 | <div><div></div><div></div><div></div></div> | | | | | 7 | 23 | 39 | 17 | 14 | -- | -- | 2.91 | 1.11 | |
| Manpower and Force Management | 319 | <div><div></div><div></div><div></div></div> | | | | | 5 | 14 | 44 | 24 | 14 | -- | -- | 2.73 | 1.02 | |
| Housing Management | 103 | <div><div></div><div></div><div></div></div> | | | | | 12 | 21 | 40 | 19 | 8 | -- | -- | 3.10 | 1.08 | |
| Equal Employment Opportunity | 79 | <div><div></div><div></div><div></div></div> | | | | | 9 | 29 | 29 | 19 | 14 | -- | -- | 3.00 | 1.18 | |
| Education Services | 82 | <div><div></div><div></div><div></div></div> | | | | | 5 | 20 | 41 | 15 | 20 | -- | -- | 2.76 | 1.12 | |
| Training | 634 | <div><div></div><div></div><div></div></div> | | | | | 5 | 22 | 35 | 24 | 14 | -- | -- | 2.79 | 1.09 | |
| Ammunition Management | 108 | <div><div></div><div></div><div></div></div> | | | | | 6 | 23 | 36 | 23 | 12 | -- | -- | 2.87 | 1.07 | |
| Information Mission Area (IMA) | 784 | <div><div></div><div></div><div></div></div> | | | | | 7 | 22 | 36 | 23 | 11 | -- | -- | 2.91 | 1.08 | |
| Intelligence (Excepted Services Only) | 412 | <div><div></div><div></div><div></div></div> | | | | | 3 | 16 | 37 | 27 | 17 | -- | -- | 2.63 | 1.05 | |
| Military Personnel Management | 237 | <div><div></div><div></div><div></div></div> | | | | | 9 | 20 | 40 | 19 | 12 | -- | -- | 2.95 | 1.11 | |

= % Favorable (Well)
 = % Adequately
 = % Unfavorable (Poorly)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|--|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|--|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | 1 | | | | |
| SATISFACTION with CIVILIAN HUMAN RESOURCES | | | | | | | | | | | | | | | | |
| 29j. How well or poorly does the Human Resources Office (Personnel) support you in explaining and providing training in the way Civilian Human Resources functions and its processes and responsibilities? | | | | | | | | | | | | | | | | |
| Total Army | 16630 | <div><div></div><div></div><div></div></div> | | | | | 6 | 18 | 35 | 26 | 16 | -5 | -- | 2.73 | 1.11 | |
| Total Career Program | 8247 | <div><div></div><div></div><div></div></div> | | | | | 6 | 17 | 35 | 27 | 16 | -5 | -- | 2.71 | 1.10 | |
| Civilian Personnel Administration | 214 | <div><div></div><div></div><div></div></div> | | | | | 30 | 29 | 25 | 9 | 7 | -3 | -- | 3.67 | 1.18 | |
| Comptroller | 773 | <div><div></div><div></div><div></div></div> | | | | | 5 | 15 | 36 | 29 | 15 | -10 | -- | 2.65 | 1.05 | |
| Safety Management | 219 | <div><div></div><div></div><div></div></div> | | | | | 6 | 16 | 27 | 30 | 20 | +1 | -- | 2.58 | 1.15 | |
| Supply Management | 646 | <div><div></div><div></div><div></div></div> | | | | | 8 | 20 | 35 | 23 | 15 | -5 | -- | 2.81 | 1.14 | |
| Contracting and Acquisition | 365 | <div><div></div><div></div><div></div></div> | | | | | 5 | 22 | 37 | 20 | 16 | +1 | -- | 2.80 | 1.10 | |
| Quality and Reliability Assurance | 61 | <div><div></div><div></div><div></div></div> | | | | | 5 | 20 | 41 | 18 | 16 | 0 | -- | 2.79 | 1.09 | |
| Engineers and Scientists (Non-Construction) | 883 | <div><div></div><div></div><div></div></div> | | | | | 5 | 16 | 37 | 30 | 13 | -4 | -- | 2.70 | 1.03 | |
| Materiel Maintenance Management | 685 | <div><div></div><div></div><div></div></div> | | | | | 5 | 19 | 36 | 26 | 13 | -3 | -- | 2.77 | 1.07 | |
| Engineers and Scientists (Construction) | 1174 | <div><div></div><div></div><div></div></div> | | | | | 4 | 16 | 38 | 28 | 15 | -10 | -- | 2.66 | 1.03 | |
| Security | 184 | <div><div></div><div></div><div></div></div> | | | | | 8 | 18 | 33 | 22 | 19 | -6 | -- | 2.74 | 1.19 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 49 | <div><div></div><div></div><div></div></div> | | | | | 6 | 18 | 39 | 18 | 18 | -15 | -- | 2.76 | 1.13 | |
| Public Affairs and Communication Media | 132 | <div><div></div><div></div><div></div></div> | | | | | 4 | 11 | 39 | 22 | 23 | -16 | -- | 2.50 | 1.08 | |
| Transportation Management | 170 | <div><div></div><div></div><div></div></div> | | | | | 8 | 18 | 35 | 21 | 19 | 0 | -- | 2.76 | 1.19 | |
| Manpower and Force Management | 311 | <div><div></div><div></div><div></div></div> | | | | | 3 | 14 | 32 | 31 | 21 | -12 | -- | 2.46 | 1.06 | |
| Housing Management | 96 | <div><div></div><div></div><div></div></div> | | | | | 11 | 17 | 35 | 23 | 14 | +3 | -- | 2.90 | 1.18 | |
| Equal Employment Opportunity | 79 | <div><div></div><div></div><div></div></div> | | | | | 10 | 27 | 22 | 30 | 11 | +4 | -- | 2.94 | 1.19 | |
| Education Services | 81 | <div><div></div><div></div><div></div></div> | | | | | 5 | 10 | 40 | 22 | 23 | -3 | -- | 2.51 | 1.10 | |
| Training | 611 | <div><div></div><div></div><div></div></div> | | | | | 4 | 17 | 34 | 29 | 16 | -3 | -- | 2.64 | 1.07 | |
| Ammunition Management | 102 | <div><div></div><div></div><div></div></div> | | | | | 6 | 19 | 37 | 22 | 17 | -5 | -- | 2.75 | 1.12 | |
| Information Mission Area (IMA) | 744 | <div><div></div><div></div><div></div></div> | | | | | 6 | 16 | 34 | 28 | 16 | -3 | -- | 2.69 | 1.10 | |
| Intelligence (Excepted Services Only) | 396 | <div><div></div><div></div><div></div></div> | | | | | 3 | 12 | 29 | 35 | 21 | -2 | -- | 2.41 | 1.04 | |
| Military Personnel Management | 229 | <div><div></div><div></div><div></div></div> | | | | | 8 | 16 | 35 | 26 | 15 | -- | -- | 2.76 | 1.13 | |

= % Favorable (Well)
 = % Adequately
 = % Unfavorable (Poorly)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|---|--------|---|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|---|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 |
| SATISFACTION with CIVILIAN HUMAN RESOURCES | | | | | | | | | | | | | | | | |
| 29k. How well or poorly does the Human Resources Office (Personnel) support you in providing advice on assessing employees' competencies/skills so that they are matched to appropriate jobs? | | | | | | | | | | | | | | | | |
| Total Army | 15883 | <div><div></div><div></div><div></div></div> <div>24%35%41%</div> | | | | | 6 | 18 | 35 | 26 | 16 | -5 | -3 | 2.72 | 1.11 | |
| Total Career Program | 7833 | <div><div></div><div></div><div></div></div> <div>22%35%43%</div> | | | | | 6 | 17 | 35 | 27 | 16 | -6 | -4 | 2.69 | 1.09 | |
| Civilian Personnel Administration | 204 | <div><div></div><div></div><div></div></div> <div>53%24%23%</div> | | | | | 24 | 29 | 24 | 13 | 9 | -10 | -8 | 3.46 | 1.25 | |
| Comptroller | 729 | <div><div></div><div></div><div></div></div> <div>21%36%43%</div> | | | | | 5 | 15 | 36 | 28 | 15 | -7 | -4 | 2.68 | 1.07 | |
| Safety Management | 205 | <div><div></div><div></div><div></div></div> <div>22%31%47%</div> | | | | | 5 | 17 | 31 | 27 | 20 | -2 | -6 | 2.61 | 1.13 | |
| Supply Management | 643 | <div><div></div><div></div><div></div></div> <div>26%36%38%</div> | | | | | 7 | 19 | 36 | 24 | 14 | -6 | -2 | 2.80 | 1.10 | |
| Contracting and Acquisition | 342 | <div><div></div><div></div><div></div></div> <div>22%37%41%</div> | | | | | 4 | 18 | 37 | 25 | 16 | -6 | +1 | 2.69 | 1.07 | |
| Quality and Reliability Assurance | 61 | <div><div></div><div></div><div></div></div> <div>28%31%41%</div> | | | | | 7 | 21 | 31 | 20 | 21 | +12 | +14 | 2.72 | 1.20 | |
| Engineers and Scientists (Non-Construction) | 831 | <div><div></div><div></div><div></div></div> <div>18%36%46%</div> | | | | | 4 | 14 | 36 | 32 | 14 | -8 | -4 | 2.62 | 1.02 | |
| Materiel Maintenance Management | 672 | <div><div></div><div></div><div></div></div> <div>24%37%40%</div> | | | | | 5 | 18 | 37 | 26 | 14 | -6 | -3 | 2.75 | 1.07 | |
| Engineers and Scientists (Construction) | 1100 | <div><div></div><div></div><div></div></div> <div>19%35%46%</div> | | | | | 4 | 15 | 35 | 31 | 15 | -7 | -2 | 2.62 | 1.04 | |
| Security | 179 | <div><div></div><div></div><div></div></div> <div>27%31%41%</div> | | | | | 10 | 17 | 31 | 28 | 13 | -4 | -3 | 2.83 | 1.16 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 45 | <div><div></div><div></div><div></div></div> <div>31%33%36%</div> | | | | | 7 | 24 | 33 | 18 | 18 | -19 | -2 | 2.84 | 1.17 | |
| Public Affairs and Communication Media | 124 | <div><div></div><div></div><div></div></div> <div>17%40%44%</div> | | | | | 4 | 13 | 40 | 20 | 23 | -13 | -6 | 2.54 | 1.10 | |
| Transportation Management | 166 | <div><div></div><div></div><div></div></div> <div>23%36%40%</div> | | | | | 7 | 17 | 36 | 22 | 18 | +1 | +9 | 2.72 | 1.14 | |
| Manpower and Force Management | 284 | <div><div></div><div></div><div></div></div> <div>17%34%49%</div> | | | | | 4 | 14 | 34 | 26 | 23 | -14 | -7 | 2.49 | 1.09 | |
| Housing Management | 98 | <div><div></div><div></div><div></div></div> <div>27%39%35%</div> | | | | | 12 | 14 | 39 | 18 | 16 | +2 | +5 | 2.88 | 1.21 | |
| Equal Employment Opportunity | 72 | <div><div></div><div></div><div></div></div> <div>25%31%44%</div> | | | | | 6 | 19 | 31 | 29 | 15 | -6 | -3 | 2.71 | 1.11 | |
| Education Services | 74 | <div><div></div><div></div><div></div></div> <div>12%43%45%</div> | | | | | 4 | 8 | 43 | 23 | 22 | -13 | -17 | 2.50 | 1.04 | |
| Training | 580 | <div><div></div><div></div><div></div></div> <div>22%32%46%</div> | | | | | 5 | 18 | 32 | 28 | 18 | -4 | -3 | 2.62 | 1.11 | |
| Ammunition Management | 98 | <div><div></div><div></div><div></div></div> <div>24%34%42%</div> | | | | | 5 | 19 | 34 | 27 | 15 | -14 | -1 | 2.72 | 1.10 | |
| Information Mission Area (IMA) | 710 | <div><div></div><div></div><div></div></div> <div>22%35%43%</div> | | | | | 5 | 17 | 35 | 27 | 16 | -2 | -4 | 2.68 | 1.09 | |
| Intelligence (Excepted Services Only) | 357 | <div><div></div><div></div><div></div></div> <div>17%35%48%</div> | | | | | 3 | 14 | 35 | 29 | 19 | -3 | -6 | 2.52 | 1.04 | |
| Military Personnel Management | 217 | <div><div></div><div></div><div></div></div> <div>25%35%39%</div> | | | | | 9 | 16 | 35 | 24 | 15 | -- | -- | 2.81 | 1.15 | |

= % Favorable (Well)
 = % Adequately
 = % Unfavorable (Poorly)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|---|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|---|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 |
| SATISFACTION with CIVILIAN HUMAN RESOURCES | | | | | | | | | | | | | | | | |
| 29l. How well or poorly does the Human Resources Office (Personnel) support you in providing advice on how to enhance employee productivity by accurately assessing employee performance? | | | | | | | | | | | | | | | | |
| Total Army | 15812 | <div><div></div><div></div><div></div></div> | | | | | 6 | 17 | 35 | 27 | 16 | -1 | 0 | 2.70 | 1.10 | |
| Total Career Program | 7767 | <div><div></div><div></div><div></div></div> | | | | | 5 | 16 | 35 | 28 | 16 | -1 | 0 | 2.67 | 1.08 | |
| Civilian Personnel Administration | 201 | <div><div></div><div></div><div></div></div> | | | | | 25 | 27 | 24 | 14 | 9 | -4 | -9 | 3.43 | 1.26 | |
| Comptroller | 719 | <div><div></div><div></div><div></div></div> | | | | | 5 | 15 | 34 | 30 | 16 | -2 | +1 | 2.63 | 1.07 | |
| Safety Management | 205 | <div><div></div><div></div><div></div></div> | | | | | 5 | 13 | 33 | 28 | 21 | -5 | -3 | 2.52 | 1.10 | |
| Supply Management | 636 | <div><div></div><div></div><div></div></div> | | | | | 7 | 20 | 36 | 23 | 14 | +1 | +5 | 2.81 | 1.11 | |
| Contracting and Acquisition | 325 | <div><div></div><div></div><div></div></div> | | | | | 3 | 18 | 38 | 24 | 16 | +1 | +3 | 2.69 | 1.06 | |
| Quality and Reliability Assurance | 59 | <div><div></div><div></div><div></div></div> | | | | | 8 | 14 | 34 | 20 | 24 | +6 | +8 | 2.63 | 1.22 | |
| Engineers and Scientists (Non-Construction) | 835 | <div><div></div><div></div><div></div></div> | | | | | 3 | 15 | 35 | 33 | 14 | 0 | 0 | 2.61 | 1.01 | |
| Materiel Maintenance Management | 664 | <div><div></div><div></div><div></div></div> | | | | | 5 | 17 | 38 | 25 | 14 | 0 | +2 | 2.74 | 1.07 | |
| Engineers and Scientists (Construction) | 1067 | <div><div></div><div></div><div></div></div> | | | | | 3 | 15 | 35 | 31 | 16 | -2 | +2 | 2.58 | 1.03 | |
| Security | 175 | <div><div></div><div></div><div></div></div> | | | | | 10 | 17 | 32 | 28 | 14 | -3 | +9 | 2.81 | 1.16 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 46 | <div><div></div><div></div><div></div></div> | | | | | 4 | 24 | 30 | 24 | 17 | +1 | -15 | 2.74 | 1.13 | |
| Public Affairs and Communication Media | 125 | <div><div></div><div></div><div></div></div> | | | | | 4 | 12 | 36 | 28 | 20 | -6 | -4 | 2.52 | 1.06 | |
| Transportation Management | 164 | <div><div></div><div></div><div></div></div> | | | | | 7 | 17 | 35 | 23 | 18 | +1 | +5 | 2.72 | 1.14 | |
| Manpower and Force Management | 286 | <div><div></div><div></div><div></div></div> | | | | | 3 | 13 | 34 | 30 | 21 | -7 | 0 | 2.47 | 1.04 | |
| Housing Management | 95 | <div><div></div><div></div><div></div></div> | | | | | 13 | 11 | 47 | 16 | 14 | +10 | +4 | 2.93 | 1.14 | |
| Equal Employment Opportunity | 73 | <div><div></div><div></div><div></div></div> | | | | | 5 | 18 | 29 | 34 | 14 | -3 | -2 | 2.67 | 1.09 | |
| Education Services | 70 | <div><div></div><div></div><div></div></div> | | | | | 4 | 10 | 44 | 21 | 20 | -5 | -14 | 2.57 | 1.05 | |
| Training | 572 | <div><div></div><div></div><div></div></div> | | | | | 4 | 17 | 32 | 29 | 18 | -1 | +3 | 2.61 | 1.09 | |
| Ammunition Management | 92 | <div><div></div><div></div><div></div></div> | | | | | 4 | 18 | 33 | 30 | 14 | +3 | 0 | 2.68 | 1.06 | |
| Information Mission Area (IMA) | 720 | <div><div></div><div></div><div></div></div> | | | | | 5 | 15 | 38 | 28 | 15 | 0 | -3 | 2.68 | 1.05 | |
| Intelligence (Excepted Services Only) | 370 | <div><div></div><div></div><div></div></div> | | | | | 2 | 14 | 36 | 31 | 18 | -1 | 0 | 2.51 | 1.00 | |
| Military Personnel Management | 225 | <div><div></div><div></div><div></div></div> | | | | | 8 | 15 | 35 | 27 | 14 | -- | -- | 2.76 | 1.13 | |

■ = % Favorable (Well) ■ = % Adequately ■ = % Unfavorable (Poorly)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|--|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|---|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 |
| SATISFACTION with CIVILIAN HUMAN RESOURCES | | | | | | | | | | | | | | | | |
| 29m. How well or poorly does the Human Resources Office (Personnel) support you in providing advice on compensation/pay options to attract and retain employees? | | | | | | | | | | | | | | | | |
| Total Army | 15651 | <div><div></div><div></div><div></div></div> | | | | | 6 | 17 | 32 | 27 | 18 | -7 | -4 | 2.66 | 1.13 | |
| Total Career Program | 7747 | <div><div></div><div></div><div></div></div> | | | | | 5 | 16 | 33 | 28 | 18 | -8 | -5 | 2.64 | 1.11 | |
| Civilian Personnel Administration | 207 | <div><div></div><div></div><div></div></div> | | | | | 29 | 29 | 24 | 13 | 5 | -11 | -9 | 3.65 | 1.18 | |
| Comptroller | 698 | <div><div></div><div></div><div></div></div> | | | | | 5 | 17 | 34 | 27 | 17 | -8 | 0 | 2.66 | 1.09 | |
| Safety Management | 202 | <div><div></div><div></div><div></div></div> | | | | | 6 | 15 | 29 | 27 | 23 | -3 | -10 | 2.54 | 1.17 | |
| Supply Management | 614 | <div><div></div><div></div><div></div></div> | | | | | 6 | 19 | 32 | 26 | 17 | -4 | -1 | 2.72 | 1.13 | |
| Contracting and Acquisition | 326 | <div><div></div><div></div><div></div></div> | | | | | 4 | 17 | 37 | 27 | 15 | -12 | -2 | 2.67 | 1.05 | |
| Quality and Reliability Assurance | 58 | <div><div></div><div></div><div></div></div> | | | | | 3 | 22 | 24 | 22 | 28 | +16 | +19 | 2.52 | 1.21 | |
| Engineers and Scientists (Non-Construction) | 866 | <div><div></div><div></div><div></div></div> | | | | | 4 | 16 | 33 | 32 | 14 | -12 | -7 | 2.63 | 1.04 | |
| Materiel Maintenance Management | 658 | <div><div></div><div></div><div></div></div> | | | | | 5 | 17 | 34 | 27 | 17 | -5 | -6 | 2.66 | 1.08 | |
| Engineers and Scientists (Construction) | 1108 | <div><div></div><div></div><div></div></div> | | | | | 4 | 16 | 36 | 28 | 16 | -9 | -6 | 2.64 | 1.05 | |
| Security | 173 | <div><div></div><div></div><div></div></div> | | | | | 9 | 18 | 27 | 27 | 19 | -9 | +8 | 2.70 | 1.21 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 44 | <div><div></div><div></div><div></div></div> | | | | | 5 | 25 | 34 | 20 | 16 | -4 | +3 | 2.82 | 1.11 | |
| Public Affairs and Communication Media | 124 | <div><div></div><div></div><div></div></div> | | | | | 3 | 13 | 28 | 32 | 23 | -5 | -8 | 2.40 | 1.08 | |
| Transportation Management | 155 | <div><div></div><div></div><div></div></div> | | | | | 8 | 15 | 33 | 21 | 23 | -6 | +5 | 2.63 | 1.21 | |
| Manpower and Force Management | 275 | <div><div></div><div></div><div></div></div> | | | | | 3 | 12 | 35 | 27 | 23 | -12 | -5 | 2.45 | 1.07 | |
| Housing Management | 94 | <div><div></div><div></div><div></div></div> | | | | | 13 | 15 | 36 | 17 | 19 | +7 | -5 | 2.85 | 1.25 | |
| Equal Employment Opportunity | 71 | <div><div></div><div></div><div></div></div> | | | | | 6 | 18 | 34 | 25 | 17 | -2 | -1 | 2.70 | 1.12 | |
| Education Services | 73 | <div><div></div><div></div><div></div></div> | | | | | 3 | 10 | 45 | 22 | 21 | -5 | -8 | 2.52 | 1.01 | |
| Training | 572 | <div><div></div><div></div><div></div></div> | | | | | 4 | 14 | 29 | 33 | 20 | -14 | -5 | 2.49 | 1.08 | |
| Ammunition Management | 95 | <div><div></div><div></div><div></div></div> | | | | | 5 | 17 | 32 | 29 | 17 | -10 | -1 | 2.64 | 1.10 | |
| Information Mission Area (IMA) | 711 | <div><div></div><div></div><div></div></div> | | | | | 5 | 14 | 32 | 29 | 19 | -2 | -3 | 2.59 | 1.12 | |
| Intelligence (Excepted Services Only) | 361 | <div><div></div><div></div><div></div></div> | | | | | 2 | 12 | 30 | 33 | 22 | -12 | -11 | 2.40 | 1.03 | |
| Military Personnel Management | 218 | <div><div></div><div></div><div></div></div> | | | | | 9 | 17 | 28 | 28 | 18 | -- | -- | 2.70 | 1.21 | |

■ = % Favorable (Well) ■ = % Adequately ■ = % Unfavorable (Poorly)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | | |
|---|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|---|--|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 | |
| SATISFACTION with CIVILIAN HUMAN RESOURCES | | | | | | | | | | | | | | | | | |
| 29n. How well or poorly does the Human Resources Office (Personnel) support you in providing advice on recognizing employees and granting awards to them? | | | | | | | | | | | | | | | | | |
| Total Army | 16329 | <div><div></div><div></div><div></div></div> | | | | | 6 | 20 | 35 | 24 | 15 | -6 | -3 | 2.78 | 1.12 | | |
| Total Career Program | 8069 | <div><div></div><div></div><div></div></div> | | | | | 6 | 20 | 35 | 24 | 15 | -6 | -3 | 2.78 | 1.10 | | |
| Civilian Personnel Administration | 210 | <div><div></div><div></div><div></div></div> | | | | | 27 | 31 | 21 | 14 | 6 | -2 | -8 | 3.59 | 1.20 | | |
| Comptroller | 741 | <div><div></div><div></div><div></div></div> | | | | | 5 | 22 | 36 | 22 | 15 | -5 | 0 | 2.81 | 1.10 | | |
| Safety Management | 214 | <div><div></div><div></div><div></div></div> | | | | | 7 | 17 | 33 | 23 | 20 | -1 | -3 | 2.68 | 1.16 | | |
| Supply Management | 650 | <div><div></div><div></div><div></div></div> | | | | | 6 | 23 | 35 | 22 | 15 | -6 | 0 | 2.83 | 1.12 | | |
| Contracting and Acquisition | 338 | <div><div></div><div></div><div></div></div> | | | | | 5 | 20 | 37 | 24 | 13 | -5 | 0 | 2.81 | 1.07 | | |
| Quality and Reliability Assurance | 59 | <div><div></div><div></div><div></div></div> | | | | | 5 | 22 | 25 | 24 | 24 | 0 | +13 | 2.61 | 1.21 | | |
| Engineers and Scientists (Non-Construction) | 874 | <div><div></div><div></div><div></div></div> | | | | | 4 | 21 | 39 | 25 | 12 | -7 | -1 | 2.80 | 1.02 | | |
| Materiel Maintenance Management | 681 | <div><div></div><div></div><div></div></div> | | | | | 5 | 22 | 36 | 23 | 14 | -5 | -1 | 2.82 | 1.08 | | |
| Engineers and Scientists (Construction) | 1121 | <div><div></div><div></div><div></div></div> | | | | | 4 | 17 | 38 | 27 | 13 | -6 | -3 | 2.73 | 1.04 | | |
| Security | 184 | <div><div></div><div></div><div></div></div> | | | | | 9 | 17 | 31 | 29 | 14 | -12 | +5 | 2.80 | 1.16 | | |
| Quality Assurance Specialists (Ammunition Surveillance) | 48 | <div><div></div><div></div><div></div></div> | | | | | 6 | 27 | 33 | 15 | 19 | -5 | -4 | 2.88 | 1.18 | | |
| Public Affairs and Communication Media | 130 | <div><div></div><div></div><div></div></div> | | | | | 5 | 15 | 34 | 26 | 19 | -15 | -8 | 2.62 | 1.12 | | |
| Transportation Management | 166 | <div><div></div><div></div><div></div></div> | | | | | 8 | 19 | 37 | 18 | 18 | -8 | +3 | 2.80 | 1.17 | | |
| Manpower and Force Management | 298 | <div><div></div><div></div><div></div></div> | | | | | 3 | 17 | 39 | 22 | 18 | -10 | -3 | 2.65 | 1.07 | | |
| Housing Management | 95 | <div><div></div><div></div><div></div></div> | | | | | 15 | 14 | 38 | 18 | 16 | +7 | +3 | 2.94 | 1.24 | | |
| Equal Employment Opportunity | 72 | <div><div></div><div></div><div></div></div> | | | | | 6 | 22 | 33 | 26 | 13 | -6 | -3 | 2.82 | 1.08 | | |
| Education Services | 77 | <div><div></div><div></div><div></div></div> | | | | | 6 | 16 | 35 | 23 | 19 | -7 | -3 | 2.66 | 1.15 | | |
| Training | 603 | <div><div></div><div></div><div></div></div> | | | | | 4 | 19 | 33 | 26 | 17 | -6 | -5 | 2.67 | 1.11 | | |
| Ammunition Management | 98 | <div><div></div><div></div><div></div></div> | | | | | 6 | 22 | 32 | 26 | 14 | -4 | +3 | 2.81 | 1.12 | | |
| Information Mission Area (IMA) | 737 | <div><div></div><div></div><div></div></div> | | | | | 5 | 19 | 34 | 26 | 14 | 0 | -6 | 2.75 | 1.09 | | |
| Intelligence (Excepted Services Only) | 394 | <div><div></div><div></div><div></div></div> | | | | | 4 | 17 | 34 | 25 | 20 | -9 | -1 | 2.60 | 1.10 | | |
| Military Personnel Management | 234 | <div><div></div><div></div><div></div></div> | | | | | 10 | 19 | 30 | 26 | 15 | -- | -- | 2.82 | 1.19 | | |

= % Favorable (Well)
 = % Adequately
 = % Unfavorable (Poorly)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|--|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|--|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | 1 | | | | |
| SATISFACTION with CIVILIAN HUMAN RESOURCES | | | | | | | | | | | | | | | | |
| 29o. How well or poorly does the Human Resources Office (Personnel) support you in providing advice on dealing with "problem" employees? | | | | | | | | | | | | | | | | |
| Total Army | 16430 | <div><div></div><div></div><div></div></div> | | | | | 9 | 22 | 35 | 20 | 15 | -9 | -7 | 2.90 | 1.16 | |
| Total Career Program | 8093 | <div><div></div><div></div><div></div></div> | | | | | 8 | 22 | 35 | 21 | 14 | -10 | -7 | 2.89 | 1.15 | |
| Civilian Personnel Administration | 212 | <div><div></div><div></div><div></div></div> | | | | | 33 | 32 | 21 | 8 | 6 | -6 | -9 | 3.77 | 1.16 | |
| Comptroller | 768 | <div><div></div><div></div><div></div></div> | | | | | 7 | 24 | 36 | 20 | 13 | -10 | -6 | 2.92 | 1.11 | |
| Safety Management | 200 | <div><div></div><div></div><div></div></div> | | | | | 6 | 21 | 35 | 19 | 20 | -4 | -10 | 2.75 | 1.17 | |
| Supply Management | 650 | <div><div></div><div></div><div></div></div> | | | | | 10 | 22 | 35 | 19 | 13 | -8 | -3 | 2.96 | 1.16 | |
| Contracting and Acquisition | 359 | <div><div></div><div></div><div></div></div> | | | | | 8 | 22 | 38 | 19 | 13 | -6 | -5 | 2.92 | 1.11 | |
| Quality and Reliability Assurance | 62 | <div><div></div><div></div><div></div></div> | | | | | 6 | 27 | 29 | 13 | 24 | +4 | +21 | 2.79 | 1.26 | |
| Engineers and Scientists (Non-Construction) | 875 | <div><div></div><div></div><div></div></div> | | | | | 7 | 21 | 36 | 23 | 13 | -12 | -8 | 2.85 | 1.10 | |
| Materiel Maintenance Management | 693 | <div><div></div><div></div><div></div></div> | | | | | 8 | 21 | 39 | 19 | 13 | -10 | -8 | 2.92 | 1.11 | |
| Engineers and Scientists (Construction) | 1129 | <div><div></div><div></div><div></div></div> | | | | | 7 | 22 | 35 | 22 | 13 | -14 | -7 | 2.89 | 1.12 | |
| Security | 183 | <div><div></div><div></div><div></div></div> | | | | | 11 | 22 | 36 | 16 | 15 | -2 | +4 | 2.97 | 1.19 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 48 | <div><div></div><div></div><div></div></div> | | | | | 8 | 21 | 35 | 21 | 15 | -31 | -21 | 2.88 | 1.15 | |
| Public Affairs and Communication Media | 136 | <div><div></div><div></div><div></div></div> | | | | | 6 | 18 | 29 | 26 | 21 | -4 | -13 | 2.63 | 1.17 | |
| Transportation Management | 168 | <div><div></div><div></div><div></div></div> | | | | | 11 | 17 | 38 | 19 | 15 | -6 | 0 | 2.89 | 1.18 | |
| Manpower and Force Management | 298 | <div><div></div><div></div><div></div></div> | | | | | 6 | 18 | 35 | 25 | 15 | -13 | -7 | 2.75 | 1.11 | |
| Housing Management | 101 | <div><div></div><div></div><div></div></div> | | | | | 16 | 18 | 38 | 18 | 11 | +9 | -3 | 3.10 | 1.19 | |
| Equal Employment Opportunity | 79 | <div><div></div><div></div><div></div></div> | | | | | 10 | 29 | 24 | 27 | 10 | -7 | -2 | 3.03 | 1.17 | |
| Education Services | 76 | <div><div></div><div></div><div></div></div> | | | | | 7 | 13 | 38 | 21 | 21 | -17 | -16 | 2.63 | 1.15 | |
| Training | 602 | <div><div></div><div></div><div></div></div> | | | | | 6 | 23 | 32 | 22 | 18 | -7 | -4 | 2.77 | 1.15 | |
| Ammunition Management | 99 | <div><div></div><div></div><div></div></div> | | | | | 8 | 24 | 34 | 20 | 13 | -17 | +5 | 2.94 | 1.14 | |
| Information Mission Area (IMA) | 724 | <div><div></div><div></div><div></div></div> | | | | | 8 | 19 | 37 | 21 | 15 | -10 | -10 | 2.84 | 1.13 | |
| Intelligence (Excepted Services Only) | 359 | <div><div></div><div></div><div></div></div> | | | | | 3 | 17 | 36 | 24 | 20 | -7 | -7 | 2.60 | 1.09 | |
| Military Personnel Management | 229 | <div><div></div><div></div><div></div></div> | | | | | 13 | 23 | 31 | 21 | 12 | -- | -- | 3.03 | 1.20 | |

■ = % Favorable (Well) ■ = % Adequately ■ = % Unfavorable (Poorly)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|---|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|---|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 |
| SATISFACTION with CIVILIAN HUMAN RESOURCES | | | | | | | | | | | | | | | | |
| 30a. How well or poorly does the Human Resources Office (Personnel) support you in providing advice on how to determine your future workforce requirements, including establishing an effective staffing/hiring/succession planning strategy? | | | | | | | | | | | | | | | | |
| Total Army | 14415 | <div><div></div><div></div><div></div></div> | | | | | 5 | 15 | 33 | 29 | 17 | -1 | 0 | 2.62 | 1.09 | |
| Total Career Program | 7109 | <div><div></div><div></div><div></div></div> | | | | | 5 | 14 | 33 | 30 | 18 | -2 | -1 | 2.57 | 1.08 | |
| Civilian Personnel Administration | 203 | <div><div></div><div></div><div></div></div> | | | | | 26 | 26 | 28 | 12 | 8 | -5 | -7 | 3.50 | 1.22 | |
| Comptroller | 642 | <div><div></div><div></div><div></div></div> | | | | | 4 | 13 | 34 | 29 | 20 | -4 | -1 | 2.53 | 1.07 | |
| Safety Management | 189 | <div><div></div><div></div><div></div></div> | | | | | 5 | 15 | 33 | 27 | 20 | +4 | +4 | 2.58 | 1.11 | |
| Supply Management | 578 | <div><div></div><div></div><div></div></div> | | | | | 7 | 15 | 35 | 27 | 16 | -3 | -1 | 2.69 | 1.12 | |
| Contracting and Acquisition | 274 | <div><div></div><div></div><div></div></div> | | | | | 4 | 14 | 34 | 32 | 16 | 0 | -2 | 2.57 | 1.03 | |
| Quality and Reliability Assurance | 53 | <div><div></div><div></div><div></div></div> | | | | | 0 | 21 | 26 | 30 | 23 | +11 | +4 | 2.45 | 1.06 | |
| Engineers and Scientists (Non-Construction) | 760 | <div><div></div><div></div><div></div></div> | | | | | 3 | 10 | 31 | 38 | 17 | -1 | +2 | 2.43 | 0.99 | |
| Materiel Maintenance Management | 616 | <div><div></div><div></div><div></div></div> | | | | | 4 | 16 | 38 | 27 | 14 | +4 | 0 | 2.68 | 1.04 | |
| Engineers and Scientists (Construction) | 1009 | <div><div></div><div></div><div></div></div> | | | | | 3 | 11 | 31 | 35 | 20 | -4 | -1 | 2.43 | 1.03 | |
| Security | 167 | <div><div></div><div></div><div></div></div> | | | | | 5 | 16 | 35 | 26 | 18 | -8 | +7 | 2.65 | 1.11 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 43 | <div><div></div><div></div><div></div></div> | | | | | 7 | 26 | 35 | 14 | 19 | +13 | +9 | 2.88 | 1.19 | |
| Public Affairs and Communication Media | 109 | <div><div></div><div></div><div></div></div> | | | | | 6 | 13 | 29 | 25 | 28 | -5 | -1 | 2.44 | 1.18 | |
| Transportation Management | 144 | <div><div></div><div></div><div></div></div> | | | | | 6 | 17 | 29 | 31 | 16 | +4 | +7 | 2.67 | 1.12 | |
| Manpower and Force Management | 266 | <div><div></div><div></div><div></div></div> | | | | | 3 | 12 | 29 | 32 | 24 | -8 | -5 | 2.39 | 1.07 | |
| Housing Management | 80 | <div><div></div><div></div><div></div></div> | | | | | 10 | 20 | 33 | 24 | 14 | +10 | +14 | 2.89 | 1.17 | |
| Equal Employment Opportunity | 68 | <div><div></div><div></div><div></div></div> | | | | | 4 | 26 | 21 | 38 | 10 | +7 | +3 | 2.76 | 1.09 | |
| Education Services | 72 | <div><div></div><div></div><div></div></div> | | | | | 3 | 10 | 38 | 31 | 19 | -9 | -3 | 2.46 | 1.00 | |
| Training | 520 | <div><div></div><div></div><div></div></div> | | | | | 4 | 15 | 33 | 31 | 16 | +1 | +2 | 2.61 | 1.06 | |
| Ammunition Management | 94 | <div><div></div><div></div><div></div></div> | | | | | 7 | 15 | 27 | 30 | 21 | -3 | +8 | 2.57 | 1.19 | |
| Information Mission Area (IMA) | 649 | <div><div></div><div></div><div></div></div> | | | | | 5 | 12 | 33 | 30 | 19 | +2 | -2 | 2.53 | 1.08 | |
| Intelligence (Excepted Services Only) | 330 | <div><div></div><div></div><div></div></div> | | | | | 2 | 8 | 37 | 30 | 23 | -8 | -5 | 2.37 | 1.00 | |
| Military Personnel Management | 201 | <div><div></div><div></div><div></div></div> | | | | | 7 | 15 | 33 | 28 | 15 | -- | -- | 2.71 | 1.13 | |

= % Favorable (Well)
 = % Adequately
 = % Unfavorable (Poorly)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|--|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|---|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 |
| SATISFACTION with CIVILIAN HUMAN RESOURCES | | | | | | | | | | | | | | | | |
| 30b. How well or poorly does the Human Resources Office (Personnel) support you in assisting in identifying human capital goals and objectives for strategic plans and/or annual performance/budget plans? | | | | | | | | | | | | | | | | |
| Total Army | 13432 | <div><div></div><div></div><div></div></div> | | | | | 5 | 15 | 33 | 29 | 17 | -3 | -1 | 2.62 | 1.09 | |
| Total Career Program | 6635 | <div><div></div><div></div><div></div></div> | | | | | 5 | 13 | 33 | 31 | 18 | -4 | -2 | 2.57 | 1.08 | |
| Civilian Personnel Administration | 192 | <div><div></div><div></div><div></div></div> | | | | | 25 | 24 | 26 | 16 | 9 | -5 | -8 | 3.40 | 1.26 | |
| Comptroller | 601 | <div><div></div><div></div><div></div></div> | | | | | 5 | 13 | 33 | 30 | 19 | -7 | 0 | 2.55 | 1.08 | |
| Safety Management | 187 | <div><div></div><div></div><div></div></div> | | | | | 4 | 14 | 35 | 27 | 20 | +3 | -1 | 2.57 | 1.09 | |
| Supply Management | 535 | <div><div></div><div></div><div></div></div> | | | | | 7 | 15 | 37 | 25 | 16 | -8 | +2 | 2.71 | 1.12 | |
| Contracting and Acquisition | 251 | <div><div></div><div></div><div></div></div> | | | | | 4 | 13 | 37 | 28 | 17 | 0 | +1 | 2.59 | 1.04 | |
| Quality and Reliability Assurance | 52 | <div><div></div><div></div><div></div></div> | | | | | 0 | 19 | 33 | 25 | 23 | +10 | +1 | 2.48 | 1.05 | |
| Engineers and Scientists (Non-Construction) | 706 | <div><div></div><div></div><div></div></div> | | | | | 3 | 11 | 30 | 38 | 18 | -3 | 0 | 2.44 | 1.01 | |
| Materiel Maintenance Management | 584 | <div><div></div><div></div><div></div></div> | | | | | 4 | 15 | 39 | 28 | 14 | +1 | -7 | 2.67 | 1.02 | |
| Engineers and Scientists (Construction) | 933 | <div><div></div><div></div><div></div></div> | | | | | 3 | 11 | 31 | 35 | 20 | -4 | -2 | 2.43 | 1.03 | |
| Security | 147 | <div><div></div><div></div><div></div></div> | | | | | 7 | 16 | 32 | 27 | 18 | -12 | +6 | 2.65 | 1.15 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 40 | <div><div></div><div></div><div></div></div> | | | | | 5 | 28 | 40 | 15 | 13 | +9 | +2 | 2.98 | 1.06 | |
| Public Affairs and Communication Media | 100 | <div><div></div><div></div><div></div></div> | | | | | 5 | 11 | 32 | 25 | 27 | -7 | +1 | 2.42 | 1.14 | |
| Transportation Management | 134 | <div><div></div><div></div><div></div></div> | | | | | 6 | 18 | 32 | 28 | 16 | 0 | +7 | 2.69 | 1.12 | |
| Manpower and Force Management | 249 | <div><div></div><div></div><div></div></div> | | | | | 3 | 11 | 28 | 36 | 22 | -11 | -5 | 2.37 | 1.04 | |
| Housing Management | 80 | <div><div></div><div></div><div></div></div> | | | | | 9 | 19 | 35 | 23 | 15 | +3 | +3 | 2.84 | 1.16 | |
| Equal Employment Opportunity | 70 | <div><div></div><div></div><div></div></div> | | | | | 4 | 23 | 30 | 31 | 11 | -2 | +2 | 2.77 | 1.06 | |
| Education Services | 62 | <div><div></div><div></div><div></div></div> | | | | | 6 | 6 | 39 | 27 | 21 | -5 | -2 | 2.50 | 1.09 | |
| Training | 488 | <div><div></div><div></div><div></div></div> | | | | | 4 | 14 | 33 | 33 | 17 | -1 | 0 | 2.55 | 1.05 | |
| Ammunition Management | 88 | <div><div></div><div></div><div></div></div> | | | | | 7 | 14 | 31 | 31 | 18 | -2 | -1 | 2.60 | 1.13 | |
| Information Mission Area (IMA) | 602 | <div><div></div><div></div><div></div></div> | | | | | 4 | 12 | 32 | 32 | 19 | -1 | -4 | 2.51 | 1.07 | |
| Intelligence (Excepted Services Only) | 304 | <div><div></div><div></div><div></div></div> | | | | | 3 | 9 | 35 | 31 | 23 | -5 | -6 | 2.38 | 1.02 | |
| Military Personnel Management | 189 | <div><div></div><div></div><div></div></div> | | | | | 8 | 14 | 35 | 29 | 13 | -- | -- | 2.76 | 1.11 | |

■ = % Favorable (Well) ■ = % Adequately ■ = % Unfavorable (Poorly)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|--|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|---|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 |
| SATISFACTION with CIVILIAN HUMAN RESOURCES | | | | | | | | | | | | | | | | |
| 30c. How well or poorly does the Human Resources Office (Personnel) support you in providing workforce data/reports for decision making? | | | | | | | | | | | | | | | | |
| Total Army | 13437 | <div><div></div><div></div><div></div></div> | | | | | 5 | 16 | 34 | 28 | 17 | -5 | -4 | 2.66 | 1.10 | |
| Total Career Program | 6647 | <div><div></div><div></div><div></div></div> | | | | | 5 | 15 | 34 | 29 | 17 | -5 | -4 | 2.62 | 1.09 | |
| Civilian Personnel Administration | 194 | <div><div></div><div></div><div></div></div> | | | | | 26 | 29 | 24 | 13 | 8 | -2 | -7 | 3.52 | 1.22 | |
| Comptroller | 624 | <div><div></div><div></div><div></div></div> | | | | | 5 | 14 | 34 | 28 | 19 | -8 | -5 | 2.57 | 1.09 | |
| Safety Management | 177 | <div><div></div><div></div><div></div></div> | | | | | 5 | 16 | 37 | 23 | 19 | -2 | -6 | 2.63 | 1.10 | |
| Supply Management | 537 | <div><div></div><div></div><div></div></div> | | | | | 6 | 17 | 38 | 22 | 17 | -5 | -2 | 2.74 | 1.11 | |
| Contracting and Acquisition | 259 | <div><div></div><div></div><div></div></div> | | | | | 3 | 17 | 34 | 28 | 17 | -5 | -2 | 2.62 | 1.06 | |
| Quality and Reliability Assurance | 51 | <div><div></div><div></div><div></div></div> | | | | | 0 | 25 | 33 | 18 | 24 | +6 | +11 | 2.61 | 1.10 | |
| Engineers and Scientists (Non-Construction) | 711 | <div><div></div><div></div><div></div></div> | | | | | 4 | 14 | 32 | 35 | 16 | -4 | +1 | 2.54 | 1.02 | |
| Materiel Maintenance Management | 575 | <div><div></div><div></div><div></div></div> | | | | | 3 | 17 | 39 | 27 | 14 | -1 | -4 | 2.70 | 1.01 | |
| Engineers and Scientists (Construction) | 934 | <div><div></div><div></div><div></div></div> | | | | | 3 | 12 | 35 | 32 | 18 | -5 | -5 | 2.50 | 1.02 | |
| Security | 144 | <div><div></div><div></div><div></div></div> | | | | | 7 | 15 | 33 | 28 | 17 | -10 | -1 | 2.67 | 1.14 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 41 | <div><div></div><div></div><div></div></div> | | | | | 7 | 27 | 39 | 15 | 12 | -7 | -2 | 3.02 | 1.09 | |
| Public Affairs and Communication Media | 100 | <div><div></div><div></div><div></div></div> | | | | | 5 | 11 | 32 | 24 | 28 | -11 | -11 | 2.41 | 1.15 | |
| Transportation Management | 134 | <div><div></div><div></div><div></div></div> | | | | | 7 | 19 | 29 | 28 | 17 | -2 | +12 | 2.71 | 1.16 | |
| Manpower and Force Management | 252 | <div><div></div><div></div><div></div></div> | | | | | 4 | 12 | 30 | 31 | 23 | -13 | -5 | 2.44 | 1.09 | |
| Housing Management | 80 | <div><div></div><div></div><div></div></div> | | | | | 11 | 20 | 31 | 25 | 13 | +11 | +5 | 2.93 | 1.18 | |
| Equal Employment Opportunity | 71 | <div><div></div><div></div><div></div></div> | | | | | 6 | 24 | 28 | 34 | 8 | -3 | +3 | 2.85 | 1.06 | |
| Education Services | 62 | <div><div></div><div></div><div></div></div> | | | | | 5 | 13 | 37 | 27 | 18 | +3 | +1 | 2.60 | 1.07 | |
| Training | 477 | <div><div></div><div></div><div></div></div> | | | | | 4 | 15 | 35 | 30 | 16 | -8 | -4 | 2.61 | 1.05 | |
| Ammunition Management | 88 | <div><div></div><div></div><div></div></div> | | | | | 6 | 15 | 35 | 24 | 20 | -3 | -3 | 2.61 | 1.13 | |
| Information Mission Area (IMA) | 605 | <div><div></div><div></div><div></div></div> | | | | | 5 | 13 | 33 | 30 | 19 | -1 | -5 | 2.56 | 1.09 | |
| Intelligence (Excepted Services Only) | 307 | <div><div></div><div></div><div></div></div> | | | | | 3 | 9 | 36 | 29 | 22 | -8 | -1 | 2.43 | 1.03 | |
| Military Personnel Management | 185 | <div><div></div><div></div><div></div></div> | | | | | 7 | 17 | 32 | 29 | 14 | -- | -- | 2.74 | 1.11 | |

= % Favorable (Well)
 = % Adequately
 = % Unfavorable (Poorly)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|---|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|---|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 |
| SATISFACTION with CIVILIAN HUMAN RESOURCES | | | | | | | | | | | | | | | | |
| 30d. How well or poorly does the Human Resources Office (Personnel) support you in providing advice on succession planning? | | | | | | | | | | | | | | | | |
| Total Army | 12955 | <div><div></div><div></div><div></div></div> | | | | | 5 | 15 | 32 | 30 | 18 | -4 | -1 | 2.58 | 1.10 | |
| Total Career Program | 6384 | <div><div></div><div></div><div></div></div> | | | | | 5 | 13 | 31 | 32 | 19 | -5 | -2 | 2.52 | 1.08 | |
| Civilian Personnel Administration | 194 | <div><div></div><div></div><div></div></div> | | | | | 25 | 27 | 22 | 17 | 9 | -6 | -8 | 3.43 | 1.27 | |
| Comptroller | 577 | <div><div></div><div></div><div></div></div> | | | | | 3 | 13 | 32 | 30 | 22 | -6 | -1 | 2.46 | 1.07 | |
| Safety Management | 173 | <div><div></div><div></div><div></div></div> | | | | | 5 | 12 | 37 | 27 | 19 | -7 | -3 | 2.57 | 1.08 | |
| Supply Management | 522 | <div><div></div><div></div><div></div></div> | | | | | 6 | 17 | 35 | 25 | 17 | -4 | 0 | 2.69 | 1.12 | |
| Contracting and Acquisition | 239 | <div><div></div><div></div><div></div></div> | | | | | 3 | 13 | 33 | 33 | 18 | -8 | -2 | 2.49 | 1.02 | |
| Quality and Reliability Assurance | 51 | <div><div></div><div></div><div></div></div> | | | | | 0 | 24 | 33 | 20 | 24 | +14 | +14 | 2.57 | 1.09 | |
| Engineers and Scientists (Non-Construction) | 669 | <div><div></div><div></div><div></div></div> | | | | | 3 | 10 | 28 | 40 | 20 | -5 | -1 | 2.35 | 1.00 | |
| Materiel Maintenance Management | 562 | <div><div></div><div></div><div></div></div> | | | | | 4 | 16 | 35 | 29 | 16 | -3 | -3 | 2.62 | 1.04 | |
| Engineers and Scientists (Construction) | 916 | <div><div></div><div></div><div></div></div> | | | | | 3 | 10 | 29 | 37 | 21 | -5 | -2 | 2.37 | 1.02 | |
| Security | 136 | <div><div></div><div></div><div></div></div> | | | | | 6 | 18 | 28 | 29 | 20 | -7 | +7 | 2.61 | 1.16 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 38 | <div><div></div><div></div><div></div></div> | | | | | 8 | 26 | 37 | 16 | 13 | -16 | -7 | 3.00 | 1.12 | |
| Public Affairs and Communication Media | 92 | <div><div></div><div></div><div></div></div> | | | | | 5 | 10 | 24 | 30 | 30 | -12 | 0 | 2.29 | 1.16 | |
| Transportation Management | 130 | <div><div></div><div></div><div></div></div> | | | | | 7 | 17 | 34 | 26 | 16 | +3 | +7 | 2.72 | 1.13 | |
| Manpower and Force Management | 242 | <div><div></div><div></div><div></div></div> | | | | | 3 | 11 | 27 | 35 | 24 | -12 | -2 | 2.35 | 1.06 | |
| Housing Management | 74 | <div><div></div><div></div><div></div></div> | | | | | 9 | 20 | 30 | 26 | 15 | +15 | +6 | 2.84 | 1.19 | |
| Equal Employment Opportunity | 71 | <div><div></div><div></div><div></div></div> | | | | | 4 | 18 | 24 | 39 | 14 | -1 | -1 | 2.59 | 1.07 | |
| Education Services | 60 | <div><div></div><div></div><div></div></div> | | | | | 5 | 10 | 37 | 32 | 17 | -4 | 0 | 2.55 | 1.04 | |
| Training | 456 | <div><div></div><div></div><div></div></div> | | | | | 4 | 14 | 33 | 33 | 16 | -6 | -4 | 2.55 | 1.04 | |
| Ammunition Management | 84 | <div><div></div><div></div><div></div></div> | | | | | 5 | 17 | 27 | 29 | 23 | -4 | +8 | 2.52 | 1.15 | |
| Information Mission Area (IMA) | 587 | <div><div></div><div></div><div></div></div> | | | | | 4 | 12 | 30 | 34 | 20 | -2 | -3 | 2.46 | 1.07 | |
| Intelligence (Excepted Services Only) | 296 | <div><div></div><div></div><div></div></div> | | | | | 3 | 7 | 32 | 32 | 26 | -7 | -3 | 2.29 | 1.01 | |
| Military Personnel Management | 178 | <div><div></div><div></div><div></div></div> | | | | | 6 | 17 | 30 | 31 | 15 | -- | -- | 2.69 | 1.11 | |

= % Favorable (Well)
 = % Adequately
 = % Unfavorable (Poorly)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|---|--------|---|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|---|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 |
| SATISFACTION with CIVILIAN HUMAN RESOURCES | | | | | | | | | | | | | | | | |
| 30e. How well or poorly does the Human Resources Office (Personnel) support you in providing advice on effective organization/position structure (including duties and grades/pay bands), as well as how to develop a business case for resourcing new organizational structures? | | | | | | | | | | | | | | | | |
| Total Army | 13646 | <div><div></div><div></div><div></div></div> <div>21%33%46%</div> | | | | | 6 | 16 | 33 | 28 | 18 | -5 | -2 | 2.63 | 1.12 | |
| Total Career Program | 6721 | <div><div></div><div></div><div></div></div> <div>20%32%48%</div> | | | | | 5 | 15 | 32 | 29 | 19 | -5 | -2 | 2.58 | 1.11 | |
| Civilian Personnel Administration | 194 | <div><div></div><div></div><div></div></div> <div>53%27%20%</div> | | | | | 27 | 26 | 27 | 13 | 7 | -6 | -5 | 3.53 | 1.22 | |
| Comptroller | 611 | <div><div></div><div></div><div></div></div> <div>18%31%50%</div> | | | | | 5 | 14 | 31 | 28 | 22 | -5 | -1 | 2.51 | 1.12 | |
| Safety Management | 185 | <div><div></div><div></div><div></div></div> <div>22%35%43%</div> | | | | | 5 | 16 | 35 | 23 | 20 | -3 | -1 | 2.64 | 1.13 | |
| Supply Management | 546 | <div><div></div><div></div><div></div></div> <div>24%34%43%</div> | | | | | 7 | 17 | 34 | 26 | 16 | -4 | -1 | 2.71 | 1.13 | |
| Contracting and Acquisition | 255 | <div><div></div><div></div><div></div></div> <div>20%33%47%</div> | | | | | 4 | 16 | 33 | 29 | 19 | -7 | +4 | 2.57 | 1.07 | |
| Quality and Reliability Assurance | 52 | <div><div></div><div></div><div></div></div> <div>23%31%46%</div> | | | | | 2 | 21 | 31 | 21 | 25 | +15 | +16 | 2.54 | 1.13 | |
| Engineers and Scientists (Non-Construction) | 715 | <div><div></div><div></div><div></div></div> <div>15%31%54%</div> | | | | | 4 | 11 | 31 | 35 | 18 | -7 | +1 | 2.47 | 1.03 | |
| Materiel Maintenance Management | 589 | <div><div></div><div></div><div></div></div> <div>21%37%43%</div> | | | | | 4 | 17 | 37 | 28 | 14 | -3 | -2 | 2.67 | 1.03 | |
| Engineers and Scientists (Construction) | 930 | <div><div></div><div></div><div></div></div> <div>16%31%53%</div> | | | | | 3 | 13 | 31 | 33 | 20 | -5 | -1 | 2.46 | 1.05 | |
| Security | 151 | <div><div></div><div></div><div></div></div> <div>23%31%46%</div> | | | | | 6 | 17 | 31 | 28 | 18 | -11 | -5 | 2.64 | 1.13 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 42 | <div><div></div><div></div><div></div></div> <div>36%33%31%</div> | | | | | 7 | 29 | 33 | 17 | 14 | -7 | +8 | 2.98 | 1.14 | |
| Public Affairs and Communication Media | 105 | <div><div></div><div></div><div></div></div> <div>14%26%60%</div> | | | | | 5 | 10 | 26 | 31 | 29 | -11 | -3 | 2.30 | 1.12 | |
| Transportation Management | 143 | <div><div></div><div></div><div></div></div> <div>24%34%42%</div> | | | | | 7 | 17 | 34 | 24 | 17 | +2 | +4 | 2.72 | 1.15 | |
| Manpower and Force Management | 255 | <div><div></div><div></div><div></div></div> <div>15%29%57%</div> | | | | | 4 | 11 | 29 | 33 | 24 | -15 | -7 | 2.37 | 1.07 | |
| Housing Management | 78 | <div><div></div><div></div><div></div></div> <div>29%35%36%</div> | | | | | 10 | 19 | 35 | 21 | 15 | +4 | +5 | 2.88 | 1.19 | |
| Equal Employment Opportunity | 72 | <div><div></div><div></div><div></div></div> <div>29%31%40%</div> | | | | | 8 | 21 | 31 | 29 | 11 | +1 | -4 | 2.86 | 1.12 | |
| Education Services | 63 | <div><div></div><div></div><div></div></div> <div>16%40%44%</div> | | | | | 3 | 13 | 40 | 22 | 22 | -9 | -1 | 2.52 | 1.07 | |
| Training | 491 | <div><div></div><div></div><div></div></div> <div>20%32%49%</div> | | | | | 4 | 16 | 32 | 31 | 18 | -3 | -2 | 2.57 | 1.08 | |
| Ammunition Management | 86 | <div><div></div><div></div><div></div></div> <div>20%31%49%</div> | | | | | 5 | 15 | 31 | 26 | 23 | -3 | -1 | 2.52 | 1.14 | |
| Information Mission Area (IMA) | 625 | <div><div></div><div></div><div></div></div> <div>19%30%52%</div> | | | | | 5 | 14 | 30 | 32 | 19 | -1 | -4 | 2.53 | 1.10 | |
| Intelligence (Excepted Services Only) | 305 | <div><div></div><div></div><div></div></div> <div>13%33%54%</div> | | | | | 3 | 10 | 33 | 30 | 23 | -6 | -1 | 2.39 | 1.04 | |
| Military Personnel Management | 189 | <div><div></div><div></div><div></div></div> <div>23%34%43%</div> | | | | | 6 | 16 | 34 | 30 | 13 | -- | -- | 2.72 | 1.08 | |

= % Favorable (Well)
 = % Adequately
 = % Unfavorable (Poorly)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|---|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|---|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 |
| SATISFACTION with CIVILIAN HUMAN RESOURCES | | | | | | | | | | | | | | | | |
| 30f. How well or poorly does the Human Resources Office (Personnel) support you in providing advice for identifying recruitment sources and issues? | | | | | | | | | | | | | | | | |
| Total Army | 14454 | <div><div></div><div></div><div></div></div> | | | | | 6 | 17 | 36 | 25 | 16 | -10 | -9 | 2.73 | 1.10 | |
| Total Career Program | 7213 | <div><div></div><div></div><div></div></div> | | | | | 6 | 17 | 36 | 25 | 16 | -11 | -9 | 2.72 | 1.09 | |
| Civilian Personnel Administration | 208 | <div><div></div><div></div><div></div></div> | | | | | 35 | 25 | 27 | 7 | 5 | -12 | -10 | 3.77 | 1.15 | |
| Comptroller | 676 | <div><div></div><div></div><div></div></div> | | | | | 4 | 18 | 38 | 24 | 16 | -9 | -5 | 2.71 | 1.06 | |
| Safety Management | 200 | <div><div></div><div></div><div></div></div> | | | | | 5 | 18 | 39 | 20 | 19 | -8 | -11 | 2.72 | 1.11 | |
| Supply Management | 563 | <div><div></div><div></div><div></div></div> | | | | | 7 | 18 | 39 | 20 | 16 | -9 | -9 | 2.80 | 1.12 | |
| Contracting and Acquisition | 283 | <div><div></div><div></div><div></div></div> | | | | | 6 | 17 | 34 | 27 | 16 | -8 | -8 | 2.70 | 1.11 | |
| Quality and Reliability Assurance | 54 | <div><div></div><div></div><div></div></div> | | | | | 4 | 24 | 28 | 22 | 22 | +6 | +5 | 2.65 | 1.17 | |
| Engineers and Scientists (Non-Construction) | 788 | <div><div></div><div></div><div></div></div> | | | | | 4 | 15 | 38 | 30 | 13 | -14 | -10 | 2.68 | 1.00 | |
| Materiel Maintenance Management | 618 | <div><div></div><div></div><div></div></div> | | | | | 4 | 20 | 38 | 26 | 12 | -9 | -8 | 2.77 | 1.02 | |
| Engineers and Scientists (Construction) | 1047 | <div><div></div><div></div><div></div></div> | | | | | 4 | 17 | 37 | 27 | 15 | -12 | -9 | 2.69 | 1.06 | |
| Security | 157 | <div><div></div><div></div><div></div></div> | | | | | 7 | 16 | 37 | 25 | 15 | -19 | -10 | 2.75 | 1.10 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 43 | <div><div></div><div></div><div></div></div> | | | | | 7 | 30 | 30 | 14 | 19 | -15 | -3 | 2.93 | 1.21 | |
| Public Affairs and Communication Media | 113 | <div><div></div><div></div><div></div></div> | | | | | 6 | 18 | 24 | 29 | 23 | -11 | -8 | 2.55 | 1.20 | |
| Transportation Management | 151 | <div><div></div><div></div><div></div></div> | | | | | 6 | 19 | 38 | 23 | 14 | -4 | +1 | 2.79 | 1.08 | |
| Manpower and Force Management | 279 | <div><div></div><div></div><div></div></div> | | | | | 4 | 14 | 35 | 29 | 19 | -14 | -7 | 2.56 | 1.06 | |
| Housing Management | 83 | <div><div></div><div></div><div></div></div> | | | | | 13 | 12 | 37 | 24 | 13 | +2 | -3 | 2.88 | 1.19 | |
| Equal Employment Opportunity | 75 | <div><div></div><div></div><div></div></div> | | | | | 12 | 11 | 33 | 28 | 16 | -7 | +3 | 2.75 | 1.20 | |
| Education Services | 66 | <div><div></div><div></div><div></div></div> | | | | | 3 | 12 | 38 | 27 | 20 | -7 | -7 | 2.52 | 1.03 | |
| Training | 506 | <div><div></div><div></div><div></div></div> | | | | | 4 | 15 | 36 | 29 | 16 | -13 | -9 | 2.62 | 1.05 | |
| Ammunition Management | 92 | <div><div></div><div></div><div></div></div> | | | | | 5 | 17 | 37 | 23 | 17 | -15 | -31 | 2.71 | 1.11 | |
| Information Mission Area (IMA) | 664 | <div><div></div><div></div><div></div></div> | | | | | 5 | 15 | 37 | 27 | 16 | -8 | -10 | 2.66 | 1.08 | |
| Intelligence (Excepted Services Only) | 309 | <div><div></div><div></div><div></div></div> | | | | | 3 | 10 | 34 | 29 | 24 | -10 | -13 | 2.39 | 1.04 | |
| Military Personnel Management | 197 | <div><div></div><div></div><div></div></div> | | | | | 7 | 20 | 34 | 24 | 15 | -- | -- | 2.79 | 1.14 | |

= % Favorable (Well)
 = % Adequately
 = % Unfavorable (Poorly)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev |
|--|--------|---|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | |
| SATISFACTION with CIVILIAN HUMAN RESOURCES | | | | | | | | | | | | | | | |
| 30g. How well or poorly does the Human Resources Office (Personnel) support you in finding quality applicants by tapping identified recruitment sources? | | | | | | | | | | | | | | | |
| Total Army | 14951 | <div><div>23%</div><div>37%</div><div>41%</div></div> | | | | | 6 | 17 | 37 | 25 | 16 | -6 | -5 | 2.72 | 1.10 |
| Total Career Program | 7452 | <div><div>22%</div><div>37%</div><div>41%</div></div> | | | | | 5 | 16 | 37 | 25 | 16 | -6 | -6 | 2.70 | 1.09 |
| Civilian Personnel Administration | 213 | <div><div>56%</div><div>28%</div><div>16%</div></div> | | | | | 30 | 27 | 28 | 9 | 7 | -8 | -8 | 3.63 | 1.19 |
| Comptroller | 692 | <div><div>21%</div><div>39%</div><div>40%</div></div> | | | | | 4 | 17 | 39 | 24 | 16 | -8 | -5 | 2.69 | 1.07 |
| Safety Management | 199 | <div><div>24%</div><div>38%</div><div>38%</div></div> | | | | | 4 | 20 | 38 | 23 | 15 | -7 | -7 | 2.74 | 1.05 |
| Supply Management | 584 | <div><div>26%</div><div>37%</div><div>37%</div></div> | | | | | 7 | 20 | 37 | 21 | 15 | -5 | -4 | 2.81 | 1.12 |
| Contracting and Acquisition | 299 | <div><div>25%</div><div>27%</div><div>47%</div></div> | | | | | 5 | 20 | 27 | 31 | 17 | +3 | +4 | 2.66 | 1.12 |
| Quality and Reliability Assurance | 54 | <div><div>20%</div><div>31%</div><div>48%</div></div> | | | | | 0 | 20 | 31 | 26 | 22 | +1 | +13 | 2.50 | 1.05 |
| Engineers and Scientists (Non-Construction) | 832 | <div><div>19%</div><div>37%</div><div>44%</div></div> | | | | | 4 | 15 | 37 | 28 | 16 | -7 | -4 | 2.63 | 1.04 |
| Materiel Maintenance Management | 639 | <div><div>21%</div><div>43%</div><div>36%</div></div> | | | | | 4 | 18 | 43 | 23 | 13 | -8 | -10 | 2.77 | 1.00 |
| Engineers and Scientists (Construction) | 1077 | <div><div>19%</div><div>34%</div><div>47%</div></div> | | | | | 4 | 15 | 34 | 30 | 17 | -6 | -5 | 2.59 | 1.05 |
| Security | 160 | <div><div>23%</div><div>39%</div><div>38%</div></div> | | | | | 8 | 16 | 39 | 21 | 17 | -8 | -7 | 2.76 | 1.13 |
| Quality Assurance Specialists (Ammunition Surveillance) | 44 | <div><div>27%</div><div>34%</div><div>39%</div></div> | | | | | 5 | 23 | 34 | 20 | 18 | -12 | -8 | 2.75 | 1.13 |
| Public Affairs and Communication Media | 112 | <div><div>23%</div><div>29%</div><div>47%</div></div> | | | | | 7 | 16 | 29 | 24 | 23 | -4 | -1 | 2.60 | 1.21 |
| Transportation Management | 152 | <div><div>26%</div><div>36%</div><div>38%</div></div> | | | | | 7 | 19 | 36 | 23 | 15 | 0 | +2 | 2.79 | 1.12 |
| Manpower and Force Management | 284 | <div><div>18%</div><div>33%</div><div>49%</div></div> | | | | | 5 | 13 | 33 | 27 | 22 | -13 | -7 | 2.51 | 1.11 |
| Housing Management | 87 | <div><div>28%</div><div>37%</div><div>36%</div></div> | | | | | 10 | 17 | 37 | 21 | 15 | +8 | -3 | 2.87 | 1.17 |
| Equal Employment Opportunity | 76 | <div><div>22%</div><div>33%</div><div>45%</div></div> | | | | | 5 | 17 | 33 | 28 | 17 | -3 | +4 | 2.66 | 1.11 |
| Education Services | 70 | <div><div>19%</div><div>43%</div><div>39%</div></div> | | | | | 1 | 17 | 43 | 19 | 20 | +2 | -4 | 2.61 | 1.03 |
| Training | 534 | <div><div>19%</div><div>39%</div><div>42%</div></div> | | | | | 4 | 15 | 39 | 26 | 16 | -10 | -6 | 2.64 | 1.04 |
| Ammunition Management | 91 | <div><div>23%</div><div>38%</div><div>38%</div></div> | | | | | 4 | 19 | 38 | 23 | 15 | -10 | -4 | 2.74 | 1.07 |
| Information Mission Area (IMA) | 676 | <div><div>19%</div><div>38%</div><div>43%</div></div> | | | | | 6 | 14 | 38 | 27 | 16 | -4 | -8 | 2.66 | 1.08 |
| Intelligence (Excepted Services Only) | 331 | <div><div>14%</div><div>39%</div><div>47%</div></div> | | | | | 3 | 11 | 39 | 27 | 20 | -10 | -7 | 2.49 | 1.01 |
| Military Personnel Management | 203 | <div><div>26%</div><div>38%</div><div>35%</div></div> | | | | | 8 | 18 | 38 | 22 | 13 | -- | -- | 2.86 | 1.12 |

= % Favorable (Well)
 = % Adequately
 = % Unfavorable (Poorly)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|---|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|---|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 |
| SATISFACTION with CIVILIAN HUMAN RESOURCES | | | | | | | | | | | | | | | | |
| 30h. How well or poorly does the Human Resources Office (Personnel) support you in referring high quality candidates? | | | | | | | | | | | | | | | | |
| Total Army | 16290 | <div><div></div><div></div><div></div></div> | | | | | 6 | 19 | 41 | 22 | 13 | -7 | -6 | 2.83 | 1.05 | |
| Total Career Program | 8165 | <div><div></div><div></div><div></div></div> | | | | | 5 | 18 | 43 | 21 | 13 | -8 | -6 | 2.83 | 1.04 | |
| Civilian Personnel Administration | 216 | <div><div></div><div></div><div></div></div> | | | | | 29 | 27 | 32 | 7 | 5 | -5 | -3 | 3.68 | 1.12 | |
| Comptroller | 769 | <div><div></div><div></div><div></div></div> | | | | | 4 | 18 | 46 | 20 | 12 | -12 | -7 | 2.82 | 1.01 | |
| Safety Management | 205 | <div><div></div><div></div><div></div></div> | | | | | 4 | 17 | 47 | 19 | 14 | -8 | -12 | 2.79 | 1.00 | |
| Supply Management | 641 | <div><div></div><div></div><div></div></div> | | | | | 7 | 21 | 40 | 19 | 12 | -6 | -2 | 2.91 | 1.08 | |
| Contracting and Acquisition | 344 | <div><div></div><div></div><div></div></div> | | | | | 4 | 19 | 39 | 25 | 13 | -4 | -3 | 2.77 | 1.03 | |
| Quality and Reliability Assurance | 61 | <div><div></div><div></div><div></div></div> | | | | | 3 | 30 | 33 | 18 | 16 | +15 | +13 | 2.85 | 1.11 | |
| Engineers and Scientists (Non-Construction) | 917 | <div><div></div><div></div><div></div></div> | | | | | 4 | 17 | 43 | 25 | 11 | -13 | -8 | 2.77 | 0.98 | |
| Materiel Maintenance Management | 689 | <div><div></div><div></div><div></div></div> | | | | | 4 | 18 | 46 | 20 | 11 | -8 | -8 | 2.84 | 0.99 | |
| Engineers and Scientists (Construction) | 1183 | <div><div></div><div></div><div></div></div> | | | | | 4 | 16 | 44 | 23 | 13 | -8 | -7 | 2.75 | 1.00 | |
| Security | 177 | <div><div></div><div></div><div></div></div> | | | | | 7 | 18 | 44 | 20 | 11 | -13 | -4 | 2.92 | 1.05 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 46 | <div><div></div><div></div><div></div></div> | | | | | 4 | 15 | 39 | 26 | 15 | -25 | -19 | 2.67 | 1.04 | |
| Public Affairs and Communication Media | 124 | <div><div></div><div></div><div></div></div> | | | | | 5 | 17 | 39 | 23 | 16 | -10 | -10 | 2.71 | 1.08 | |
| Transportation Management | 167 | <div><div></div><div></div><div></div></div> | | | | | 8 | 23 | 42 | 17 | 10 | -1 | +7 | 3.01 | 1.06 | |
| Manpower and Force Management | 300 | <div><div></div><div></div><div></div></div> | | | | | 4 | 17 | 39 | 25 | 15 | -12 | -5 | 2.69 | 1.05 | |
| Housing Management | 89 | <div><div></div><div></div><div></div></div> | | | | | 10 | 18 | 47 | 11 | 13 | +5 | +8 | 3.00 | 1.11 | |
| Equal Employment Opportunity | 77 | <div><div></div><div></div><div></div></div> | | | | | 6 | 25 | 39 | 21 | 9 | +8 | +14 | 2.99 | 1.04 | |
| Education Services | 75 | <div><div></div><div></div><div></div></div> | | | | | 1 | 16 | 55 | 13 | 15 | -9 | -17 | 2.76 | 0.94 | |
| Training | 601 | <div><div></div><div></div><div></div></div> | | | | | 4 | 19 | 42 | 23 | 13 | -10 | -3 | 2.79 | 1.02 | |
| Ammunition Management | 96 | <div><div></div><div></div><div></div></div> | | | | | 5 | 15 | 44 | 21 | 16 | -10 | -10 | 2.73 | 1.06 | |
| Information Mission Area (IMA) | 742 | <div><div></div><div></div><div></div></div> | | | | | 6 | 17 | 42 | 21 | 14 | -5 | -10 | 2.79 | 1.07 | |
| Intelligence (Excepted Services Only) | 387 | <div><div></div><div></div><div></div></div> | | | | | 2 | 16 | 46 | 20 | 15 | -7 | -3 | 2.70 | 0.99 | |
| Military Personnel Management | 214 | <div><div></div><div></div><div></div></div> | | | | | 8 | 24 | 33 | 20 | 14 | -- | -- | 2.93 | 1.16 | |

■ = % Favorable (Well) ■ = % Adequately ■ = % Unfavorable (Poorly)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|---|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|--|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | 1 | | | | |
| SATISFACTION with CIVILIAN HUMAN RESOURCES | | | | | | | | | | | | | | | | |
| 30i. How well or poorly does the Human Resources Office (Personnel) support you in referring a reasonable number of candidates for vacancies? | | | | | | | | | | | | | | | | |
| Total Army | 16420 | <div><div></div><div></div><div></div></div> | | | | | 7 | 22 | 47 | 15 | 9 | -10 | -9 | 3.03 | 1.01 | |
| Total Career Program | 8221 | <div><div></div><div></div><div></div></div> | | | | | 7 | 22 | 48 | 14 | 9 | -11 | -9 | 3.04 | 0.99 | |
| Civilian Personnel Administration | 217 | <div><div></div><div></div><div></div></div> 6 | | | | | 32 | 29 | 33 | 4 | 3 | -4 | -10 | 3.83 | 1.01 | |
| Comptroller | 775 | <div><div></div><div></div><div></div></div> | | | | | 6 | 23 | 51 | 13 | 7 | -12 | -10 | 3.07 | 0.94 | |
| Safety Management | 207 | <div><div></div><div></div><div></div></div> | | | | | 4 | 24 | 53 | 10 | 10 | -9 | -7 | 3.02 | 0.94 | |
| Supply Management | 649 | <div><div></div><div></div><div></div></div> | | | | | 8 | 26 | 46 | 12 | 9 | -12 | -11 | 3.14 | 1.02 | |
| Contracting and Acquisition | 345 | <div><div></div><div></div><div></div></div> | | | | | 5 | 25 | 46 | 14 | 10 | -8 | -6 | 3.02 | 0.99 | |
| Quality and Reliability Assurance | 61 | <div><div></div><div></div><div></div></div> | | | | | 5 | 30 | 36 | 11 | 18 | +12 | +14 | 2.92 | 1.15 | |
| Engineers and Scientists (Non-Construction) | 921 | <div><div></div><div></div><div></div></div> | | | | | 5 | 21 | 50 | 17 | 8 | -17 | -9 | 2.97 | 0.94 | |
| Materiel Maintenance Management | 692 | <div><div></div><div></div><div></div></div> | | | | | 6 | 22 | 51 | 13 | 8 | -13 | -11 | 3.05 | 0.95 | |
| Engineers and Scientists (Construction) | 1187 | <div><div></div><div></div><div></div></div> | | | | | 5 | 21 | 49 | 16 | 9 | -11 | -7 | 2.97 | 0.96 | |
| Security | 181 | <div><div></div><div></div><div></div></div> | | | | | 8 | 20 | 51 | 14 | 7 | -17 | -8 | 3.08 | 0.97 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 46 | <div><div></div><div></div><div></div></div> | | | | | 9 | 20 | 48 | 13 | 11 | -11 | -22 | 3.02 | 1.05 | |
| Public Affairs and Communication Media | 124 | <div><div></div><div></div><div></div></div> | | | | | 8 | 25 | 42 | 13 | 12 | -1 | -2 | 3.04 | 1.09 | |
| Transportation Management | 168 | <div><div></div><div></div><div></div></div> | | | | | 10 | 22 | 48 | 11 | 10 | -14 | 0 | 3.11 | 1.04 | |
| Manpower and Force Management | 306 | <div><div></div><div></div><div></div></div> | | | | | 5 | 23 | 42 | 17 | 12 | -17 | -7 | 2.90 | 1.04 | |
| Housing Management | 90 | <div><div></div><div></div><div></div></div> | | | | | 12 | 22 | 42 | 12 | 11 | +4 | +4 | 3.12 | 1.12 | |
| Equal Employment Opportunity | 79 | <div><div></div><div></div><div></div></div> | | | | | 11 | 24 | 44 | 13 | 8 | 0 | +7 | 3.19 | 1.04 | |
| Education Services | 75 | <div><div></div><div></div><div></div></div> | | | | | 3 | 15 | 59 | 16 | 8 | -11 | -21 | 2.88 | 0.85 | |
| Training | 605 | <div><div></div><div></div><div></div></div> | | | | | 6 | 22 | 47 | 15 | 10 | -15 | -7 | 2.99 | 0.99 | |
| Ammunition Management | 96 | <div><div></div><div></div><div></div></div> | | | | | 5 | 23 | 47 | 13 | 13 | -17 | -24 | 2.96 | 1.03 | |
| Information Mission Area (IMA) | 744 | <div><div></div><div></div><div></div></div> | | | | | 7 | 21 | 48 | 15 | 9 | -8 | -14 | 3.03 | 0.99 | |
| Intelligence (Excepted Services Only) | 393 | <div><div></div><div></div><div></div></div> | | | | | 4 | 19 | 53 | 15 | 9 | -9 | -8 | 2.92 | 0.93 | |
| Military Personnel Management | 214 | <div><div></div><div></div><div></div></div> | | | | | 11 | 29 | 38 | 11 | 11 | -- | -- | 3.18 | 1.11 | |

= % Favorable (Well)
 = % Adequately
 = % Unfavorable (Poorly)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | | |
|---|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|---|--|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 | |
| SATISFACTION with CIVILIAN HUMAN RESOURCES | | | | | | | | | | | | | | | | | |
| 30j. How well or poorly does the Human Resources Office (Personnel) support you in referring candidates for vacancies in a reasonable amount of time? | | | | | | | | | | | | | | | | | |
| Total Army | 16592 | <div><div></div><div></div><div></div></div> | | | | | 6 | 19 | 36 | 23 | 16 | -14 | -13 | 2.77 | 1.12 | | |
| Total Career Program | 8284 | <div><div></div><div></div><div></div></div> | | | | | 6 | 18 | 38 | 22 | 15 | -15 | -13 | 2.78 | 1.10 | | |
| Civilian Personnel Administration | 217 | <div><div></div><div></div><div></div></div> | | | | | 30 | 28 | 30 | 7 | 5 | -13 | -9 | 3.71 | 1.12 | | |
| Comptroller | 787 | <div><div></div><div></div><div></div></div> | | | | | 5 | 19 | 38 | 23 | 13 | -14 | -16 | 2.80 | 1.07 | | |
| Safety Management | 210 | <div><div></div><div></div><div></div></div> | | | | | 5 | 19 | 38 | 24 | 14 | -12 | -14 | 2.78 | 1.07 | | |
| Supply Management | 655 | <div><div></div><div></div><div></div></div> | | | | | 8 | 20 | 36 | 20 | 16 | -17 | -10 | 2.84 | 1.15 | | |
| Contracting and Acquisition | 349 | <div><div></div><div></div><div></div></div> | | | | | 6 | 20 | 36 | 23 | 15 | -8 | -9 | 2.79 | 1.11 | | |
| Quality and Reliability Assurance | 62 | <div><div></div><div></div><div></div></div> | | | | | 3 | 21 | 32 | 23 | 21 | +4 | -7 | 2.63 | 1.12 | | |
| Engineers and Scientists (Non-Construction) | 922 | <div><div></div><div></div><div></div></div> | | | | | 4 | 17 | 40 | 25 | 14 | -20 | -13 | 2.71 | 1.03 | | |
| Materiel Maintenance Management | 697 | <div><div></div><div></div><div></div></div> | | | | | 5 | 18 | 41 | 23 | 14 | -13 | -12 | 2.77 | 1.04 | | |
| Engineers and Scientists (Construction) | 1195 | <div><div></div><div></div><div></div></div> | | | | | 5 | 19 | 40 | 22 | 14 | -13 | -12 | 2.80 | 1.06 | | |
| Security | 182 | <div><div></div><div></div><div></div></div> | | | | | 7 | 16 | 36 | 25 | 15 | -27 | -12 | 2.76 | 1.11 | | |
| Quality Assurance Specialists (Ammunition Surveillance) | 47 | <div><div></div><div></div><div></div></div> | | | | | 6 | 13 | 49 | 15 | 17 | -35 | -34 | 2.77 | 1.08 | | |
| Public Affairs and Communication Media | 124 | <div><div></div><div></div><div></div></div> | | | | | 8 | 19 | 31 | 21 | 22 | +3 | -11 | 2.70 | 1.22 | | |
| Transportation Management | 171 | <div><div></div><div></div><div></div></div> | | | | | 8 | 17 | 36 | 21 | 18 | -10 | 0 | 2.76 | 1.17 | | |
| Manpower and Force Management | 309 | <div><div></div><div></div><div></div></div> | | | | | 5 | 17 | 35 | 24 | 19 | -23 | -15 | 2.63 | 1.11 | | |
| Housing Management | 90 | <div><div></div><div></div><div></div></div> | | | | | 11 | 19 | 31 | 18 | 21 | -2 | -5 | 2.81 | 1.27 | | |
| Equal Employment Opportunity | 79 | <div><div></div><div></div><div></div></div> | | | | | 9 | 19 | 37 | 24 | 11 | -10 | -14 | 2.90 | 1.11 | | |
| Education Services | 77 | <div><div></div><div></div><div></div></div> | | | | | 3 | 16 | 39 | 27 | 16 | -16 | -18 | 2.62 | 1.01 | | |
| Training | 606 | <div><div></div><div></div><div></div></div> | | | | | 5 | 18 | 35 | 24 | 19 | -17 | -13 | 2.67 | 1.12 | | |
| Ammunition Management | 98 | <div><div></div><div></div><div></div></div> | | | | | 8 | 14 | 39 | 16 | 22 | -22 | -23 | 2.69 | 1.20 | | |
| Information Mission Area (IMA) | 751 | <div><div></div><div></div><div></div></div> | | | | | 6 | 17 | 37 | 23 | 17 | -13 | -15 | 2.71 | 1.11 | | |
| Intelligence (Excepted Services Only) | 394 | <div><div></div><div></div><div></div></div> | | | | | 4 | 18 | 39 | 24 | 15 | -12 | -11 | 2.70 | 1.05 | | |
| Military Personnel Management | 217 | <div><div></div><div></div><div></div></div> | | | | | 7 | 19 | 35 | 18 | 20 | -- | -- | 2.75 | 1.18 | | |

= % Favorable (Well)
 = % Adequately
 = % Unfavorable (Poorly)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev |
|---|--------|---|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | 1 | | | |
| SATISFACTION with CIVILIAN HUMAN RESOURCES | | | | | | | | | | | | | | | |
| 30k. How well or poorly does the Human Resources Office (Personnel) keep you informed of the status of personnel action requests (e.g., vacancies, establishing positions)? | | | | | | | | | | | | | | | |
| Total Army | 16465 | <div><div>25%</div><div>35%</div><div>40%</div></div> | | | | | 7 | 18 | 35 | 23 | 17 | -13 | -12 | 2.75 | 1.15 |
| Total Career Program | 8254 | <div><div>24%</div><div>35%</div><div>40%</div></div> | | | | | 7 | 18 | 35 | 23 | 17 | -14 | -12 | 2.74 | 1.14 |
| Civilian Personnel Administration | 217 | <div><div>57%</div><div>29%</div><div>14%</div></div> | | | | | 31 | 26 | 29 | 9 | 6 | -16 | -7 | 3.68 | 1.16 |
| Comptroller | 777 | <div><div>25%</div><div>36%</div><div>39%</div></div> | | | | | 6 | 19 | 36 | 24 | 15 | -12 | -11 | 2.77 | 1.10 |
| Safety Management | 210 | <div><div>23%</div><div>34%</div><div>42%</div></div> | | | | | 5 | 19 | 34 | 27 | 15 | -9 | -17 | 2.70 | 1.08 |
| Supply Management | 651 | <div><div>26%</div><div>33%</div><div>41%</div></div> | | | | | 8 | 18 | 33 | 22 | 19 | -11 | -9 | 2.75 | 1.19 |
| Contracting and Acquisition | 330 | <div><div>28%</div><div>33%</div><div>38%</div></div> | | | | | 7 | 22 | 33 | 22 | 16 | -5 | -9 | 2.81 | 1.15 |
| Quality and Reliability Assurance | 62 | <div><div>26%</div><div>34%</div><div>40%</div></div> | | | | | 3 | 23 | 34 | 23 | 18 | +3 | +1 | 2.71 | 1.10 |
| Engineers and Scientists (Non-Construction) | 931 | <div><div>20%</div><div>35%</div><div>45%</div></div> | | | | | 5 | 15 | 35 | 27 | 18 | -18 | -12 | 2.63 | 1.10 |
| Materiel Maintenance Management | 692 | <div><div>22%</div><div>40%</div><div>37%</div></div> | | | | | 5 | 17 | 40 | 23 | 14 | -15 | -13 | 2.76 | 1.06 |
| Engineers and Scientists (Construction) | 1191 | <div><div>25%</div><div>37%</div><div>38%</div></div> | | | | | 6 | 19 | 37 | 22 | 16 | -13 | -12 | 2.76 | 1.11 |
| Security | 187 | <div><div>24%</div><div>36%</div><div>40%</div></div> | | | | | 7 | 17 | 36 | 20 | 20 | -21 | -10 | 2.70 | 1.17 |
| Quality Assurance Specialists (Ammunition Surveillance) | 45 | <div><div>24%</div><div>49%</div><div>27%</div></div> | | | | | 7 | 18 | 49 | 11 | 16 | -23 | -17 | 2.89 | 1.08 |
| Public Affairs and Communication Media | 130 | <div><div>23%</div><div>36%</div><div>41%</div></div> | | | | | 8 | 15 | 36 | 21 | 20 | -13 | -12 | 2.70 | 1.17 |
| Transportation Management | 169 | <div><div>25%</div><div>34%</div><div>40%</div></div> | | | | | 7 | 19 | 34 | 22 | 18 | -11 | +1 | 2.73 | 1.15 |
| Manpower and Force Management | 308 | <div><div>20%</div><div>35%</div><div>45%</div></div> | | | | | 5 | 15 | 35 | 25 | 20 | -18 | -12 | 2.60 | 1.11 |
| Housing Management | 91 | <div><div>26%</div><div>41%</div><div>33%</div></div> | | | | | 11 | 15 | 41 | 14 | 19 | -2 | -15 | 2.86 | 1.21 |
| Equal Employment Opportunity | 76 | <div><div>33%</div><div>33%</div><div>34%</div></div> | | | | | 9 | 24 | 33 | 20 | 14 | -18 | -4 | 2.93 | 1.17 |
| Education Services | 75 | <div><div>16%</div><div>45%</div><div>39%</div></div> | | | | | 3 | 13 | 45 | 27 | 12 | -11 | -23 | 2.68 | 0.94 |
| Training | 600 | <div><div>24%</div><div>35%</div><div>42%</div></div> | | | | | 6 | 18 | 35 | 23 | 18 | -17 | -11 | 2.70 | 1.14 |
| Ammunition Management | 100 | <div><div>25%</div><div>25%</div><div>50%</div></div> | | | | | 7 | 18 | 25 | 26 | 24 | -17 | -21 | 2.58 | 1.23 |
| Information Mission Area (IMA) | 746 | <div><div>24%</div><div>33%</div><div>43%</div></div> | | | | | 7 | 17 | 33 | 24 | 19 | -10 | -11 | 2.68 | 1.17 |
| Intelligence (Excepted Services Only) | 397 | <div><div>20%</div><div>36%</div><div>44%</div></div> | | | | | 4 | 16 | 36 | 26 | 18 | -13 | -11 | 2.61 | 1.07 |
| Military Personnel Management | 223 | <div><div>24%</div><div>33%</div><div>43%</div></div> | | | | | 8 | 16 | 33 | 22 | 21 | -- | -- | 2.67 | 1.19 |

= % Favorable (Well)
 = % Adequately
 = % Unfavorable (Poorly)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|--|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|--|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | 1 | | | | |
| SATISFACTION with CIVILIAN HUMAN RESOURCES | | | | | | | | | | | | | | | | |
| 30l. How well or poorly does the Human Resources Office (Personnel) support you in providing "New Employee Orientation?" | | | | | | | | | | | | | | | | |
| Total Army | 16590 | <div><div></div><div></div><div></div></div> | | | | | 12 | 26 | 39 | 13 | 10 | -6 | +2 | 3.17 | 1.11 | |
| Total Career Program | 8197 | <div><div></div><div></div><div></div></div> | | | | | 12 | 26 | 39 | 14 | 10 | -5 | +3 | 3.15 | 1.11 | |
| Civilian Personnel Administration | 210 | <div><div></div><div></div><div></div></div> | | | | | 32 | 30 | 24 | 8 | 5 | -11 | -10 | 3.76 | 1.14 | |
| Comptroller | 760 | <div><div></div><div></div><div></div></div> | | | | | 11 | 26 | 38 | 15 | 10 | -9 | +4 | 3.13 | 1.10 | |
| Safety Management | 224 | <div><div></div><div></div><div></div></div> | | | | | 11 | 25 | 36 | 14 | 13 | +6 | -6 | 3.06 | 1.17 | |
| Supply Management | 648 | <div><div></div><div></div><div></div></div> | | | | | 14 | 28 | 37 | 11 | 11 | -3 | +9 | 3.23 | 1.15 | |
| Contracting and Acquisition | 352 | <div><div></div><div></div><div></div></div> | | | | | 11 | 34 | 35 | 12 | 8 | +3 | +10 | 3.27 | 1.07 | |
| Quality and Reliability Assurance | 64 | <div><div></div><div></div><div></div></div> | | | | | 14 | 27 | 45 | 8 | 6 | -1 | +22 | 3.34 | 1.02 | |
| Engineers and Scientists (Non-Construction) | 901 | <div><div></div><div></div><div></div></div> | | | | | 9 | 27 | 42 | 14 | 8 | -3 | +10 | 3.15 | 1.03 | |
| Materiel Maintenance Management | 677 | <div><div></div><div></div><div></div></div> | | | | | 12 | 27 | 42 | 13 | 7 | -1 | +4 | 3.22 | 1.05 | |
| Engineers and Scientists (Construction) | 1177 | <div><div></div><div></div><div></div></div> | | | | | 11 | 28 | 39 | 14 | 9 | +1 | +8 | 3.18 | 1.08 | |
| Security | 186 | <div><div></div><div></div><div></div></div> | | | | | 10 | 22 | 43 | 12 | 13 | -14 | +4 | 3.05 | 1.12 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 47 | <div><div></div><div></div><div></div></div> | | | | | 11 | 26 | 45 | 11 | 9 | -33 | -14 | 3.19 | 1.04 | |
| Public Affairs and Communication Media | 127 | <div><div></div><div></div><div></div></div> | | | | | 15 | 17 | 30 | 20 | 19 | -2 | -3 | 2.89 | 1.31 | |
| Transportation Management | 165 | <div><div></div><div></div><div></div></div> | | | | | 14 | 24 | 39 | 10 | 13 | -13 | +11 | 3.16 | 1.19 | |
| Manpower and Force Management | 299 | <div><div></div><div></div><div></div></div> | | | | | 8 | 19 | 43 | 15 | 15 | -11 | -1 | 2.90 | 1.11 | |
| Housing Management | 93 | <div><div></div><div></div><div></div></div> | | | | | 23 | 29 | 39 | 5 | 4 | +13 | +16 | 3.60 | 1.03 | |
| Equal Employment Opportunity | 79 | <div><div></div><div></div><div></div></div> | | | | | 23 | 28 | 30 | 10 | 9 | +6 | +16 | 3.46 | 1.20 | |
| Education Services | 69 | <div><div></div><div></div><div></div></div> | | | | | 10 | 22 | 49 | 7 | 12 | -9 | -9 | 3.12 | 1.07 | |
| Training | 605 | <div><div></div><div></div><div></div></div> | | | | | 11 | 25 | 41 | 15 | 9 | -8 | 0 | 3.13 | 1.09 | |
| Ammunition Management | 95 | <div><div></div><div></div><div></div></div> | | | | | 11 | 23 | 42 | 15 | 9 | -15 | -4 | 3.11 | 1.08 | |
| Information Mission Area (IMA) | 741 | <div><div></div><div></div><div></div></div> | | | | | 11 | 23 | 40 | 16 | 11 | -7 | -1 | 3.07 | 1.11 | |
| Intelligence (Excepted Services Only) | 401 | <div><div></div><div></div><div></div></div> | | | | | 6 | 21 | 42 | 16 | 14 | -9 | +5 | 2.88 | 1.09 | |
| Military Personnel Management | 230 | <div><div></div><div></div><div></div></div> | | | | | 14 | 24 | 33 | 17 | 12 | -- | -- | 3.11 | 1.20 | |

■ = % Favorable (Well) ■ = % Adequately ■ = % Unfavorable (Poorly)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|---|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|--|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | 1 | | | | |
| SATISFACTION with CIVILIAN HUMAN RESOURCES | | | | | | | | | | | | | | | | |
| 31a. Overall, I am satisfied with the timeliness of personnel services I receive. | | | | | | | | | | | | | | | | |
| Total Army | 18492 | <div><div></div><div></div><div></div></div> | | | | | 8 | 33 | 25 | 21 | 14 | -6 | -5 | 3.00 | 1.18 | |
| Total Career Program | 9224 | <div><div></div><div></div><div></div></div> | | | | | 7 | 33 | 25 | 22 | 14 | -7 | -4 | 2.97 | 1.18 | |
| Civilian Personnel Administration | 224 | <div><div></div><div></div><div></div></div> | | | | | 33 | 40 | 13 | 8 | 5 | -6 | -7 | 3.89 | 1.10 | |
| Comptroller | 873 | <div><div></div><div></div><div></div></div> | | | | | 5 | 36 | 26 | 21 | 14 | -6 | -3 | 2.97 | 1.13 | |
| Safety Management | 246 | <div><div></div><div></div><div></div></div> | | | | | 7 | 29 | 26 | 25 | 13 | -6 | -14 | 2.91 | 1.16 | |
| Supply Management | 743 | <div><div></div><div></div><div></div></div> | | | | | 10 | 35 | 23 | 17 | 14 | -9 | +2 | 3.10 | 1.22 | |
| Contracting and Acquisition | 415 | <div><div></div><div></div><div></div></div> | | | | | 7 | 31 | 28 | 21 | 13 | -5 | -5 | 2.97 | 1.14 | |
| Quality and Reliability Assurance | 70 | <div><div></div><div></div><div></div></div> | | | | | 9 | 31 | 31 | 19 | 10 | +15 | -7 | 3.10 | 1.11 | |
| Engineers and Scientists (Non-Construction) | 1009 | <div><div></div><div></div><div></div></div> | | | | | 5 | 28 | 29 | 26 | 13 | -12 | -5 | 2.86 | 1.10 | |
| Materiel Maintenance Management | 755 | <div><div></div><div></div><div></div></div> | | | | | 6 | 37 | 26 | 18 | 14 | -3 | +3 | 3.03 | 1.15 | |
| Engineers and Scientists (Construction) | 1289 | <div><div></div><div></div><div></div></div> | | | | | 5 | 32 | 24 | 24 | 15 | -7 | -3 | 2.88 | 1.16 | |
| Security | 212 | <div><div></div><div></div><div></div></div> | | | | | 10 | 30 | 26 | 20 | 14 | -14 | 0 | 3.02 | 1.20 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 52 | <div><div></div><div></div><div></div></div> | | | | | 6 | 33 | 33 | 13 | 15 | -8 | -14 | 3.00 | 1.14 | |
| Public Affairs and Communication Media | 144 | <div><div></div><div></div><div></div></div> | | | | | 8 | 31 | 19 | 24 | 17 | -4 | -9 | 2.88 | 1.25 | |
| Transportation Management | 185 | <div><div></div><div></div><div></div></div> | | | | | 7 | 34 | 18 | 28 | 12 | -8 | +13 | 2.95 | 1.18 | |
| Manpower and Force Management | 335 | <div><div></div><div></div><div></div></div> | | | | | 6 | 27 | 27 | 22 | 17 | -21 | -6 | 2.83 | 1.18 | |
| Housing Management | 103 | <div><div></div><div></div><div></div></div> | | | | | 10 | 42 | 14 | 22 | 13 | +6 | +19 | 3.14 | 1.23 | |
| Equal Employment Opportunity | 85 | <div><div></div><div></div><div></div></div> | | | | | 8 | 40 | 14 | 22 | 15 | +3 | -9 | 3.04 | 1.25 | |
| Education Services | 86 | <div><div></div><div></div><div></div></div> | | | | | 7 | 28 | 28 | 27 | 10 | +4 | -8 | 2.94 | 1.11 | |
| Training | 691 | <div><div></div><div></div><div></div></div> | | | | | 6 | 32 | 24 | 24 | 14 | -10 | -8 | 2.92 | 1.17 | |
| Ammunition Management | 111 | <div><div></div><div></div><div></div></div> | | | | | 10 | 24 | 21 | 26 | 19 | -25 | -23 | 2.80 | 1.27 | |
| Information Mission Area (IMA) | 845 | <div><div></div><div></div><div></div></div> | | | | | 8 | 32 | 23 | 20 | 16 | -2 | -5 | 2.96 | 1.22 | |
| Intelligence (Excepted Services Only) | 448 | <div><div></div><div></div><div></div></div> | | | | | 5 | 33 | 27 | 22 | 13 | -5 | +3 | 2.94 | 1.12 | |
| Military Personnel Management | 252 | <div><div></div><div></div><div></div></div> | | | | | 8 | 33 | 25 | 21 | 12 | -- | -- | 3.03 | 1.17 | |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|--|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|--|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | 1 | | | | |
| SATISFACTION with CIVILIAN HUMAN RESOURCES | | | | | | | | | | | | | | | | |
| 31b. Overall, I am satisfied with the quality of personnel services I receive. | | | | | | | | | | | | | | | | |
| Total Army | 18474 | <div><div></div><div></div><div></div></div> | | | | | 8 | 35 | 26 | 19 | 12 | -5 | -3 | 3.09 | 1.15 | |
| Total Career Program | 9217 | <div><div></div><div></div><div></div></div> | | | | | 8 | 35 | 26 | 20 | 12 | -5 | -2 | 3.07 | 1.15 | |
| Civilian Personnel Administration | 224 | <div><div></div><div></div><div></div></div> | | | | | 34 | 38 | 17 | 8 | 4 | -4 | -8 | 3.92 | 1.06 | |
| Comptroller | 873 | <div><div></div><div></div><div></div></div> | | | | | 5 | 38 | 25 | 20 | 12 | -2 | +1 | 3.04 | 1.13 | |
| Safety Management | 247 | <div><div></div><div></div><div></div></div> | | | | | 7 | 34 | 27 | 19 | 13 | +2 | -7 | 3.05 | 1.15 | |
| Supply Management | 738 | <div><div></div><div></div><div></div></div> | | | | | 10 | 38 | 24 | 15 | 12 | -5 | +3 | 3.19 | 1.19 | |
| Contracting and Acquisition | 415 | <div><div></div><div></div><div></div></div> | | | | | 7 | 35 | 28 | 21 | 10 | -5 | 0 | 3.08 | 1.10 | |
| Quality and Reliability Assurance | 69 | <div><div></div><div></div><div></div></div> | | | | | 10 | 32 | 30 | 17 | 10 | +8 | +5 | 3.14 | 1.13 | |
| Engineers and Scientists (Non-Construction) | 1014 | <div><div></div><div></div><div></div></div> | | | | | 5 | 31 | 31 | 22 | 10 | -9 | -4 | 2.99 | 1.07 | |
| Materiel Maintenance Management | 756 | <div><div></div><div></div><div></div></div> | | | | | 6 | 40 | 27 | 16 | 11 | 0 | +6 | 3.15 | 1.11 | |
| Engineers and Scientists (Construction) | 1281 | <div><div></div><div></div><div></div></div> | | | | | 6 | 34 | 26 | 22 | 13 | -7 | -1 | 2.97 | 1.14 | |
| Security | 213 | <div><div></div><div></div><div></div></div> | | | | | 10 | 35 | 25 | 18 | 13 | -12 | +6 | 3.11 | 1.19 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 51 | <div><div></div><div></div><div></div></div> | | | | | 6 | 33 | 31 | 18 | 12 | -11 | -3 | 3.04 | 1.10 | |
| Public Affairs and Communication Media | 144 | <div><div></div><div></div><div></div></div> | | | | | 8 | 31 | 19 | 25 | 17 | -6 | -6 | 2.90 | 1.25 | |
| Transportation Management | 184 | <div><div></div><div></div><div></div></div> | | | | | 8 | 39 | 23 | 20 | 11 | -8 | +13 | 3.13 | 1.14 | |
| Manpower and Force Management | 335 | <div><div></div><div></div><div></div></div> | | | | | 6 | 29 | 28 | 23 | 14 | -16 | -6 | 2.89 | 1.15 | |
| Housing Management | 101 | <div><div></div><div></div><div></div></div> | | | | | 11 | 43 | 14 | 22 | 11 | +6 | +13 | 3.21 | 1.21 | |
| Equal Employment Opportunity | 85 | <div><div></div><div></div><div></div></div> | | | | | 13 | 35 | 18 | 19 | 15 | 0 | -9 | 3.12 | 1.29 | |
| Education Services | 86 | <div><div></div><div></div><div></div></div> | | | | | 6 | 27 | 29 | 27 | 12 | -11 | -12 | 2.88 | 1.10 | |
| Training | 693 | <div><div></div><div></div><div></div></div> | | | | | 6 | 34 | 26 | 21 | 13 | -8 | -5 | 3.01 | 1.14 | |
| Ammunition Management | 111 | <div><div></div><div></div><div></div></div> | | | | | 9 | 32 | 23 | 23 | 14 | -18 | -16 | 3.01 | 1.20 | |
| Information Mission Area (IMA) | 846 | <div><div></div><div></div><div></div></div> | | | | | 8 | 34 | 26 | 20 | 12 | +2 | -2 | 3.07 | 1.16 | |
| Intelligence (Excepted Services Only) | 448 | <div><div></div><div></div><div></div></div> | | | | | 5 | 35 | 28 | 20 | 13 | -2 | +6 | 3.00 | 1.11 | |
| Military Personnel Management | 252 | <div><div></div><div></div><div></div></div> | | | | | 9 | 37 | 27 | 17 | 10 | -- | -- | 3.18 | 1.13 | |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Yes | No | I was never in NSPS | Do not know |
|---|--------|-----|-----|---------------------|-------------|
| ARMY PERSONNEL SYSTEMS | | | | | |
| 32. Was your position converted back to GS from NSPS? | | | | | |
| Total Army | 19041 | 57% | 20% | 21% | 2% |
| Total Career Program | 9502 | 67% | 16% | 16% | 1% |
| Civilian Personnel Administration | 228 | 92% | 5% | 3% | 0% |
| Comptroller | 891 | 78% | 13% | 8% | 1% |
| Safety Management | 252 | 58% | 18% | 23% | 1% |
| Supply Management | 760 | 68% | 15% | 16% | 1% |
| Contracting and Acquisition | 433 | 55% | 34% | 8% | 2% |
| Quality and Reliability Assurance | 73 | 48% | 29% | 19% | 4% |
| Engineers and Scientists (Non-Construction) | 1047 | 32% | 39% | 26% | 3% |
| Materiel Maintenance Management | 783 | 57% | 28% | 14% | 1% |
| Engineers and Scientists (Construction) | 1326 | 88% | 5% | 7% | 1% |
| Security | 216 | 81% | 6% | 11% | 1% |
| Quality Assurance Specialists (Ammunition Surveillance) | 52 | 40% | 15% | 44% | 0% |
| Public Affairs and Communication Media | 146 | 82% | 5% | 12% | 1% |
| Transportation Management | 187 | 90% | 4% | 5% | 0% |
| Manpower and Force Management | 342 | 84% | 8% | 7% | 0% |
| Housing Management | 108 | 71% | 13% | 16% | 0% |
| Equal Employment Opportunity | 85 | 94% | 4% | 2% | 0% |
| Education Services | 92 | 71% | 10% | 18% | 1% |
| Training | 722 | 74% | 7% | 18% | 1% |
| Ammunition Management | 113 | 79% | 7% | 14% | 0% |
| Information Mission Area (IMA) | 871 | 74% | 11% | 13% | 1% |
| Intelligence (Excepted Services Only) | 463 | 5% | 23% | 68% | 4% |
| Military Personnel Management | 260 | 91% | 2% | 6% | 2% |



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Yes | No | Do not know |
|---|--------|-----|-----|-------------|
| ARMY PERSONNEL SYSTEMS | | | | |
| 32a. Did you receive information in writing on the transition (e.g., an NSPS Employee Bulletin dealing with the impact of the transition on your pay and pay grade) from your supervisor? | | | | |
| Total Army | 10814 | 86% | 13% | 2% |
| Total Career Program | 6341 | 87% | 12% | 2% |
| Civilian Personnel Administration | 210 | 94% | 6% | 0% |
| Comptroller | 697 | 87% | 12% | 1% |
| Safety Management | 144 | 83% | 17% | 1% |
| Supply Management | 514 | 87% | 11% | 2% |
| Contracting and Acquisition | 241 | 80% | 18% | 2% |
| Quality and Reliability Assurance | 35 | 80% | 20% | 0% |
| Engineers and Scientists (Non-Construction) | 336 | 85% | 12% | 3% |
| Materiel Maintenance Management | 446 | 84% | 14% | 2% |
| Engineers and Scientists (Construction) | 1159 | 89% | 9% | 2% |
| Security | 177 | 91% | 8% | 1% |
| Quality Assurance Specialists (Ammunition Surveillance) | 21 | 71% | 29% | 0% |
| Public Affairs and Communication Media | 119 | 86% | 13% | 2% |
| Transportation Management | 169 | 85% | 13% | 2% |
| Manpower and Force Management | 289 | 89% | 11% | 0% |
| Housing Management | 77 | 87% | 12% | 1% |
| Equal Employment Opportunity | 80 | 88% | 10% | 3% |
| Education Services | 65 | 88% | 11% | 2% |
| Training | 538 | 86% | 13% | 1% |
| Ammunition Management | 89 | 93% | 4% | 2% |
| Information Mission Area (IMA) | 641 | 87% | 12% | 1% |
| Intelligence (Excepted Services Only) | 22 | 68% | 32% | 0% |
| Military Personnel Management | 235 | 82% | 17% | 1% |



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Not at all | A little helpful | Somewhat helpful | Very helpful |
|---|--------|------------|------------------|------------------|--------------|
| ARMY PERSONNEL SYSTEMS | | | | | |
| 32b. How helpful was the information provided to you? | | | | | |
| Total Army | 9288 | 7% | 29% | 38% | 26% |
| Total Career Program | 5506 | 7% | 29% | 38% | 26% |
| Civilian Personnel Administration | 197 | 4% | 14% | 30% | 52% |
| Comptroller | 603 | 6% | 25% | 39% | 29% |
| Safety Management | 120 | 10% | 32% | 35% | 23% |
| Supply Management | 448 | 6% | 29% | 34% | 31% |
| Contracting and Acquisition | 196 | 11% | 29% | 41% | 19% |
| Quality and Reliability Assurance | 28 | 7% | 21% | 39% | 32% |
| Engineers and Scientists (Non-Construction) | 287 | 7% | 32% | 44% | 17% |
| Materiel Maintenance Management | 374 | 6% | 29% | 39% | 26% |
| Engineers and Scientists (Construction) | 1033 | 7% | 33% | 41% | 18% |
| Security | 160 | 7% | 28% | 42% | 23% |
| Quality Assurance Specialists (Ammunition Surveillance) | 15 | 0% | 47% | 33% | 20% |
| Public Affairs and Communication Media | 103 | 4% | 28% | 48% | 20% |
| Transportation Management | 144 | 8% | 28% | 39% | 26% |
| Manpower and Force Management | 256 | 6% | 25% | 41% | 28% |
| Housing Management | 67 | 6% | 37% | 34% | 22% |
| Equal Employment Opportunity | 70 | 4% | 23% | 24% | 49% |
| Education Services | 57 | 9% | 25% | 44% | 23% |
| Training | 464 | 7% | 32% | 34% | 26% |
| Ammunition Management | 83 | 7% | 28% | 42% | 23% |
| Information Mission Area (IMA) | 557 | 7% | 29% | 37% | 26% |
| Intelligence (Excepted Services Only) | 15 | 7% | 40% | 47% | 7% |
| Military Personnel Management | 194 | 8% | 24% | 38% | 31% |



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Yes | No | Do not know |
|---|--------|-----|----|-------------|
| ARMY PERSONNEL SYSTEMS | | | | |
| 32c. Did you receive information about your transition back to GS prior to the date that you were converted back to GS? | | | | |
| Total Army | 9244 | 96% | 3% | 1% |
| Total Career Program | 5486 | 96% | 3% | 1% |
| Civilian Personnel Administration | 197 | 98% | 2% | 0% |
| Comptroller | 602 | 97% | 2% | 0% |
| Safety Management | 120 | 96% | 3% | 1% |
| Supply Management | 446 | 96% | 3% | 0% |
| Contracting and Acquisition | 195 | 95% | 3% | 2% |
| Quality and Reliability Assurance | 28 | 96% | 0% | 4% |
| Engineers and Scientists (Non-Construction) | 285 | 93% | 4% | 4% |
| Materiel Maintenance Management | 372 | 94% | 5% | 1% |
| Engineers and Scientists (Construction) | 1029 | 96% | 3% | 1% |
| Security | 159 | 99% | 1% | 0% |
| Quality Assurance Specialists (Ammunition Surveillance) | 15 | 93% | 7% | 0% |
| Public Affairs and Communication Media | 103 | 96% | 4% | 0% |
| Transportation Management | 143 | 97% | 3% | 0% |
| Manpower and Force Management | 256 | 97% | 2% | 1% |
| Housing Management | 67 | 99% | 1% | 0% |
| Equal Employment Opportunity | 70 | 97% | 3% | 0% |
| Education Services | 57 | 91% | 7% | 2% |
| Training | 461 | 97% | 2% | 1% |
| Ammunition Management | 83 | 96% | 2% | 1% |
| Information Mission Area (IMA) | 556 | 96% | 3% | 1% |
| Intelligence (Excepted Services Only) | 15 | 80% | 7% | 13% |
| Military Personnel Management | 192 | 96% | 4% | 0% |



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Yes | No | Do not know |
|---|--------|-----|-----|-------------|
| ORGANIZATIONAL INFORMATION | | | | |
| 33a. Has your organization been identified for BRAC realignment/relocation? | | | | |
| Total Army | 18618 | 24% | 64% | 12% |
| Total Career Program | 9300 | 24% | 69% | 7% |
| Civilian Personnel Administration | 223 | 22% | 75% | 2% |
| Comptroller | 875 | 32% | 65% | 4% |
| Safety Management | 243 | 21% | 72% | 7% |
| Supply Management | 738 | 26% | 63% | 11% |
| Contracting and Acquisition | 419 | 22% | 72% | 5% |
| Quality and Reliability Assurance | 72 | 24% | 65% | 11% |
| Engineers and Scientists (Non-Construction) | 1037 | 26% | 69% | 5% |
| Materiel Maintenance Management | 773 | 33% | 60% | 7% |
| Engineers and Scientists (Construction) | 1299 | 10% | 82% | 8% |
| Security | 209 | 25% | 67% | 8% |
| Quality Assurance Specialists (Ammunition Surveillance) | 46 | 7% | 78% | 15% |
| Public Affairs and Communication Media | 145 | 24% | 72% | 3% |
| Transportation Management | 184 | 21% | 70% | 10% |
| Manpower and Force Management | 333 | 28% | 69% | 3% |
| Housing Management | 101 | 21% | 69% | 10% |
| Equal Employment Opportunity | 81 | 23% | 67% | 10% |
| Education Services | 90 | 32% | 62% | 6% |
| Training | 707 | 30% | 60% | 10% |
| Ammunition Management | 107 | 12% | 77% | 11% |
| Information Mission Area (IMA) | 855 | 26% | 67% | 7% |
| Intelligence (Excepted Services Only) | 459 | 16% | 77% | 7% |
| Military Personnel Management | 253 | 38% | 58% | 4% |



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Yes | No | Do not know |
|--|--------|-----|-----|-------------|
| ORGANIZATIONAL INFORMATION | | | | |
| 33b. Has your organization been identified for BRAC closure? | | | | |
| Total Army | 17886 | 8% | 80% | 12% |
| Total Career Program | 8931 | 8% | 85% | 7% |
| Civilian Personnel Administration | 217 | 7% | 91% | 2% |
| Comptroller | 828 | 12% | 83% | 4% |
| Safety Management | 240 | 7% | 87% | 6% |
| Supply Management | 707 | 9% | 80% | 11% |
| Contracting and Acquisition | 410 | 10% | 86% | 4% |
| Quality and Reliability Assurance | 69 | 9% | 83% | 9% |
| Engineers and Scientists (Non-Construction) | 992 | 8% | 87% | 5% |
| Materiel Maintenance Management | 744 | 16% | 76% | 8% |
| Engineers and Scientists (Construction) | 1270 | 2% | 90% | 8% |
| Security | 203 | 6% | 86% | 8% |
| Quality Assurance Specialists (Ammunition Surveillance) | 47 | 9% | 77% | 15% |
| Public Affairs and Communication Media | 137 | 5% | 91% | 4% |
| Transportation Management | 180 | 4% | 87% | 9% |
| Manpower and Force Management | 313 | 8% | 88% | 4% |
| Housing Management | 99 | 5% | 85% | 10% |
| Equal Employment Opportunity | 78 | 9% | 78% | 13% |
| Education Services | 87 | 10% | 84% | 6% |
| Training | 658 | 8% | 81% | 11% |
| Ammunition Management | 109 | 7% | 85% | 7% |
| Information Mission Area (IMA) | 815 | 7% | 84% | 9% |
| Intelligence (Excepted Services Only) | 447 | 5% | 87% | 8% |
| Military Personnel Management | 232 | 10% | 84% | 6% |



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Yes | No | Do not know |
|--|--------|-----|-----|-------------|
| ORGANIZATIONAL INFORMATION | | | | |
| 33c. Has your organization been identified for A-76/Outsourcing? | | | | |
| Total Army | 17745 | 5% | 66% | 29% |
| Total Career Program | 8868 | 5% | 74% | 21% |
| Civilian Personnel Administration | 214 | 1% | 93% | 5% |
| Comptroller | 816 | 3% | 86% | 11% |
| Safety Management | 233 | 6% | 66% | 28% |
| Supply Management | 701 | 8% | 68% | 24% |
| Contracting and Acquisition | 403 | 1% | 88% | 10% |
| Quality and Reliability Assurance | 70 | 13% | 60% | 27% |
| Engineers and Scientists (Non-Construction) | 990 | 4% | 72% | 24% |
| Materiel Maintenance Management | 733 | 4% | 70% | 26% |
| Engineers and Scientists (Construction) | 1278 | 8% | 76% | 16% |
| Security | 202 | 3% | 69% | 28% |
| Quality Assurance Specialists (Ammunition Surveillance) | 46 | 7% | 67% | 26% |
| Public Affairs and Communication Media | 134 | 4% | 75% | 21% |
| Transportation Management | 180 | 7% | 71% | 22% |
| Manpower and Force Management | 305 | 5% | 83% | 12% |
| Housing Management | 98 | 8% | 72% | 19% |
| Equal Employment Opportunity | 74 | 8% | 76% | 16% |
| Education Services | 87 | 6% | 70% | 24% |
| Training | 658 | 2% | 64% | 34% |
| Ammunition Management | 110 | 4% | 77% | 19% |
| Information Mission Area (IMA) | 814 | 7% | 70% | 23% |
| Intelligence (Excepted Services Only) | 441 | 1% | 69% | 30% |
| Military Personnel Management | 232 | 4% | 70% | 26% |



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Yes | No | Do not know |
|---|--------|-----|-----|-------------|
| ORGANIZATIONAL INFORMATION | | | | |
| 33d. Has your organization been identified for other orders impacting location? | | | | |
| Total Army | 17279 | 3% | 60% | 37% |
| Total Career Program | 8613 | 4% | 65% | 31% |
| Civilian Personnel Administration | 212 | 4% | 83% | 13% |
| Comptroller | 786 | 5% | 74% | 21% |
| Safety Management | 231 | 4% | 61% | 35% |
| Supply Management | 691 | 5% | 59% | 36% |
| Contracting and Acquisition | 393 | 6% | 72% | 23% |
| Quality and Reliability Assurance | 68 | 1% | 62% | 37% |
| Engineers and Scientists (Non-Construction) | 949 | 2% | 65% | 33% |
| Materiel Maintenance Management | 716 | 3% | 64% | 33% |
| Engineers and Scientists (Construction) | 1224 | 3% | 67% | 29% |
| Security | 197 | 5% | 63% | 32% |
| Quality Assurance Specialists (Ammunition Surveillance) | 44 | 11% | 52% | 36% |
| Public Affairs and Communication Media | 133 | 5% | 67% | 28% |
| Transportation Management | 173 | 5% | 63% | 32% |
| Manpower and Force Management | 305 | 6% | 70% | 24% |
| Housing Management | 92 | 7% | 67% | 26% |
| Equal Employment Opportunity | 76 | 12% | 63% | 25% |
| Education Services | 82 | 4% | 60% | 37% |
| Training | 645 | 2% | 57% | 41% |
| Ammunition Management | 106 | 2% | 66% | 32% |
| Information Mission Area (IMA) | 786 | 3% | 64% | 33% |
| Intelligence (Excepted Services Only) | 433 | 3% | 61% | 35% |
| Military Personnel Management | 222 | 1% | 68% | 31% |



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|---|--------|--|-----|-----|-----|-----|-------------------|----|----|----|----|----------------------------|----------------------------|------|------------|---|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 |
| CONDITIONS FOR ENGAGEMENT | | | | | | | | | | | | | | | | |
| 2c. In my organization, leaders generate high levels of motivation and commitment in the workforce. | | | | | | | | | | | | | | | | |
| Total Army | 20604 | <div><div></div><div></div><div></div></div> | | | | | 15 | 40 | 22 | 15 | 7 | -3 | -3 | 3.42 | 1.12 | |
| Total Career Program | 10268 | <div><div></div><div></div><div></div></div> | | | | | 14 | 41 | 23 | 15 | 6 | -4 | -2 | 3.42 | 1.11 | |
| Civilian Personnel Administration | 244 | <div><div></div><div></div><div></div></div> | | | | | 16 | 41 | 23 | 16 | 3 | -7 | -9 | 3.51 | 1.05 | |
| Comptroller | 963 | <div><div></div><div></div><div></div></div> | | | | | 18 | 41 | 21 | 15 | 5 | -5 | -6 | 3.53 | 1.11 | |
| Safety Management | 272 | <div><div></div><div></div><div></div></div> | | | | | 20 | 40 | 22 | 15 | 4 | -5 | -4 | 3.57 | 1.09 | |
| Supply Management | 816 | <div><div></div><div></div><div></div></div> | | | | | 16 | 39 | 24 | 14 | 7 | -6 | 0 | 3.42 | 1.13 | |
| Contracting and Acquisition | 471 | <div><div></div><div></div><div></div></div> | | | | | 12 | 41 | 22 | 17 | 8 | -8 | -4 | 3.33 | 1.13 | |
| Quality and Reliability Assurance | 77 | <div><div></div><div></div><div></div></div> | | | | | 17 | 35 | 25 | 12 | 12 | -1 | +14 | 3.34 | 1.22 | |
| Engineers and Scientists (Non-Construction) | 1144 | <div><div></div><div></div><div></div></div> | | | | | 12 | 42 | 26 | 14 | 7 | -4 | -5 | 3.39 | 1.07 | |
| Materiel Maintenance Management | 858 | <div><div></div><div></div><div></div></div> | | | | | 17 | 42 | 21 | 13 | 6 | -4 | -1 | 3.50 | 1.11 | |
| Engineers and Scientists (Construction) | 1410 | <div><div></div><div></div><div></div></div> | | | | | 12 | 43 | 25 | 15 | 6 | +1 | +2 | 3.40 | 1.06 | |
| Security | 235 | <div><div></div><div></div><div></div></div> | | | | | 21 | 34 | 23 | 15 | 8 | -9 | -9 | 3.45 | 1.20 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 61 | <div><div></div><div></div><div></div></div> | | | | | 11 | 44 | 28 | 8 | 8 | +17 | -4 | 3.43 | 1.06 | |
| Public Affairs and Communication Media | 162 | <div><div></div><div></div><div></div></div> | | | | | 18 | 31 | 20 | 23 | 9 | -8 | -11 | 3.27 | 1.24 | |
| Transportation Management | 195 | <div><div></div><div></div><div></div></div> | | | | | 13 | 39 | 22 | 18 | 7 | -3 | +8 | 3.34 | 1.12 | |
| Manpower and Force Management | 380 | <div><div></div><div></div><div></div></div> | | | | | 13 | 41 | 24 | 16 | 6 | -10 | -9 | 3.38 | 1.10 | |
| Housing Management | 116 | <div><div></div><div></div><div></div></div> | | | | | 12 | 40 | 27 | 17 | 4 | -3 | +14 | 3.38 | 1.04 | |
| Equal Employment Opportunity | 92 | <div><div></div><div></div><div></div></div> | | | | | 23 | 37 | 26 | 9 | 5 | -17 | +11 | 3.63 | 1.09 | |
| Education Services | 101 | <div><div></div><div></div><div></div></div> | | | | | 19 | 31 | 24 | 17 | 10 | -10 | -17 | 3.32 | 1.23 | |
| Training | 766 | <div><div></div><div></div><div></div></div> | | | | | 15 | 41 | 22 | 14 | 7 | -2 | -3 | 3.41 | 1.12 | |
| Ammunition Management | 118 | <div><div></div><div></div><div></div></div> | | | | | 14 | 41 | 22 | 17 | 6 | -13 | +2 | 3.41 | 1.11 | |
| Information Mission Area (IMA) | 959 | <div><div></div><div></div><div></div></div> | | | | | 14 | 40 | 23 | 18 | 5 | +3 | +1 | 3.40 | 1.09 | |
| Intelligence (Excepted Services Only) | 500 | <div><div></div><div></div><div></div></div> | | | | | 8 | 40 | 25 | 18 | 9 | -9 | -1 | 3.20 | 1.10 | |
| Military Personnel Management | 272 | <div><div></div><div></div><div></div></div> | | | | | 17 | 44 | 17 | 13 | 9 | -- | -- | 3.46 | 1.17 | |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|--|--------|--|-----|-----|-----|-----|-------------------|----|----|----|---|----------------------------|----------------------------|------|------------|---|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 |
| CONDITIONS FOR ENGAGEMENT | | | | | | | | | | | | | | | | |
| 2e. Managers communicate the goals and priorities of the organization. | | | | | | | | | | | | | | | | |
| Total Army | 20587 | <div><div></div><div></div><div></div></div> | | | | | 21 | 52 | 15 | 9 | 3 | -- | -- | 3.77 | 0.99 | |
| Total Career Program | 10254 | <div><div></div><div></div><div></div></div> | | | | | 21 | 51 | 15 | 10 | 3 | -- | -- | 3.76 | 0.99 | |
| Civilian Personnel Administration | 244 | <div><div></div><div></div><div></div></div> | | | | | 26 | 55 | 11 | 5 | 3 | -- | -- | 3.96 | 0.92 | |
| Comptroller | 962 | <div><div></div><div></div><div></div></div> | | | | | 26 | 49 | 13 | 10 | 2 | -- | -- | 3.87 | 0.98 | |
| Safety Management | 271 | <div><div></div><div></div><div></div></div> | | | | | 24 | 50 | 17 | 7 | 1 | -- | -- | 3.89 | 0.90 | |
| Supply Management | 810 | <div><div></div><div></div><div></div></div> | | | | | 21 | 52 | 16 | 8 | 3 | -- | -- | 3.80 | 0.96 | |
| Contracting and Acquisition | 471 | <div><div></div><div></div><div></div></div> | | | | | 15 | 55 | 15 | 11 | 3 | -- | -- | 3.68 | 0.97 | |
| Quality and Reliability Assurance | 78 | <div><div></div><div></div><div></div></div> | | | | | 22 | 50 | 13 | 10 | 5 | -- | -- | 3.73 | 1.07 | |
| Engineers and Scientists (Non-Construction) | 1143 | <div><div></div><div></div><div></div></div> | | | | | 17 | 52 | 17 | 10 | 3 | -- | -- | 3.71 | 0.98 | |
| Materiel Maintenance Management | 856 | <div><div></div><div></div><div></div></div> | | | | | 22 | 51 | 14 | 10 | 3 | -- | -- | 3.81 | 0.98 | |
| Engineers and Scientists (Construction) | 1407 | <div><div></div><div></div><div></div></div> | | | | | 19 | 55 | 15 | 8 | 3 | -- | -- | 3.79 | 0.94 | |
| Security | 235 | <div><div></div><div></div><div></div></div> | | | | | 25 | 45 | 16 | 10 | 4 | -- | -- | 3.76 | 1.07 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 61 | <div><div></div><div></div><div></div></div> | | | | | 18 | 39 | 23 | 18 | 2 | -- | -- | 3.54 | 1.03 | |
| Public Affairs and Communication Media | 162 | <div><div></div><div></div><div></div></div> | | | | | 22 | 48 | 10 | 17 | 2 | -- | -- | 3.70 | 1.07 | |
| Transportation Management | 194 | <div><div></div><div></div><div></div></div> | | | | | 16 | 58 | 13 | 10 | 3 | -- | -- | 3.73 | 0.95 | |
| Manpower and Force Management | 382 | <div><div></div><div></div><div></div></div> | | | | | 20 | 48 | 17 | 10 | 4 | -- | -- | 3.70 | 1.04 | |
| Housing Management | 114 | <div><div></div><div></div><div></div></div> | | | | | 20 | 54 | 16 | 6 | 4 | -- | -- | 3.79 | 0.98 | |
| Equal Employment Opportunity | 92 | <div><div></div><div></div><div></div></div> | | | | | 21 | 58 | 15 | 4 | 2 | -- | -- | 3.90 | 0.85 | |
| Education Services | 100 | <div><div></div><div></div><div></div></div> | | | | | 24 | 48 | 15 | 10 | 3 | -- | -- | 3.80 | 1.01 | |
| Training | 770 | <div><div></div><div></div><div></div></div> | | | | | 20 | 48 | 17 | 11 | 4 | -- | -- | 3.70 | 1.03 | |
| Ammunition Management | 117 | <div><div></div><div></div><div></div></div> | | | | | 28 | 45 | 15 | 8 | 3 | -- | -- | 3.87 | 1.02 | |
| Information Mission Area (IMA) | 955 | <div><div></div><div></div><div></div></div> | | | | | 20 | 50 | 16 | 9 | 5 | -- | -- | 3.73 | 1.03 | |
| Intelligence (Excepted Services Only) | 500 | <div><div></div><div></div><div></div></div> | | | | | 15 | 49 | 17 | 14 | 4 | -- | -- | 3.56 | 1.04 | |
| Military Personnel Management | 274 | <div><div></div><div></div><div></div></div> | | | | | 27 | 46 | 12 | 10 | 4 | -- | -- | 3.83 | 1.06 | |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|--|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|---|----------------------------|----------------------------|------|------------|--|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | 1 | | | | |
| CONDITIONS FOR ENGAGEMENT | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | |
| 4c. Supervisors/team leaders in my work unit support employee development. | | | | | | | | | | | | | | | | |
| Total Army | 20473 | 80%11%9% | | | | | 33 | 47 | 11 | 6 | 3 | +1 | +1 | 4.02 | 0.97 | |
| | | | | | | | | | | | | | | | | |
| Total Career Program | 10204 | 82%10%8% | | | | | 35 | 48 | 10 | 5 | 2 | +1 | +1 | 4.07 | 0.93 | |
| Civilian Personnel Administration | 243 | 86%9%6% | | | | | 39 | 47 | 9 | 5 | 1 | -1 | -2 | 4.18 | 0.86 | |
| Comptroller | 957 | 84%10%7% | | | | | 38 | 45 | 10 | 4 | 3 | +2 | -1 | 4.13 | 0.93 | |
| Safety Management | 270 | 77%14%9% | | | | | 33 | 44 | 14 | 6 | 2 | 0 | -5 | 4.00 | 0.96 | |
| Supply Management | 811 | 80%12%8% | | | | | 35 | 44 | 12 | 5 | 3 | -1 | +1 | 4.04 | 0.98 | |
| Contracting and Acquisition | 465 | 85%8%6% | | | | | 38 | 47 | 8 | 5 | 2 | -7 | -1 | 4.15 | 0.89 | |
| Quality and Reliability Assurance | 77 | 87%8%5% | | | | | 40 | 47 | 8 | 4 | 1 | +19 | +35 | 4.21 | 0.84 | |
| Engineers and Scientists (Non-Construction) | 1134 | 88%7%5% | | | | | 36 | 52 | 7 | 3 | 1 | +1 | +3 | 4.18 | 0.80 | |
| Materiel Maintenance Management | 848 | 83%10%7% | | | | | 35 | 48 | 10 | 5 | 2 | -1 | +1 | 4.09 | 0.89 | |
| Engineers and Scientists (Construction) | 1403 | 86%8%6% | | | | | 37 | 49 | 8 | 4 | 2 | +2 | +3 | 4.15 | 0.88 | |
| Security | 237 | 75%15%10% | | | | | 34 | 41 | 15 | 8 | 3 | -6 | -6 | 3.96 | 1.01 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 61 | 77%18%5% | | | | | 28 | 49 | 18 | 2 | 3 | +16 | +2 | 3.97 | 0.90 | |
| Public Affairs and Communication Media | 163 | 75%10%15% | | | | | 29 | 46 | 10 | 10 | 5 | +4 | +1 | 3.85 | 1.10 | |
| Transportation Management | 193 | 78%10%11% | | | | | 27 | 51 | 10 | 6 | 5 | +4 | 0 | 3.89 | 1.04 | |
| Manpower and Force Management | 381 | 81%11%8% | | | | | 31 | 50 | 11 | 7 | 2 | +1 | +5 | 4.01 | 0.92 | |
| Housing Management | 113 | 73%17%11% | | | | | 32 | 41 | 17 | 4 | 6 | -2 | +9 | 3.88 | 1.10 | |
| Equal Employment Opportunity | 92 | 85%4%11% | | | | | 48 | 37 | 4 | 8 | 3 | 0 | +10 | 4.18 | 1.04 | |
| Education Services | 97 | 80%11%8% | | | | | 32 | 48 | 11 | 3 | 5 | +5 | +5 | 3.99 | 1.01 | |
| Training | 763 | 79%12%9% | | | | | 33 | 47 | 12 | 6 | 3 | +2 | +1 | 4.00 | 0.97 | |
| Ammunition Management | 118 | 86%8%6% | | | | | 36 | 49 | 8 | 6 | 0 | -5 | -8 | 4.16 | 0.81 | |
| Information Mission Area (IMA) | 951 | 80%11%9% | | | | | 29 | 50 | 11 | 6 | 3 | +8 | +3 | 3.97 | 0.96 | |
| Intelligence (Excepted Services Only) | 501 | 77%14%9% | | | | | 30 | 48 | 14 | 6 | 2 | +3 | +4 | 3.96 | 0.95 | |
| Military Personnel Management | 272 | 81%10%9% | | | | | 40 | 41 | 10 | 6 | 4 | -- | -- | 4.08 | 1.02 | |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|--|--------|---|-----|-----|-----|-----|-------------------|----|----|----|---|----------------------------|----------------------------|------|------------|---|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 |
| CONDITIONS FOR ENGAGEMENT | | | | | | | | | | | | | | | | |
| 4f. My supervisor/team leader listens to what I have to say. | | | | | | | | | | | | | | | | |
| Total Army | 20504 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 78% <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 12% <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 11% | | | | | 38 | 40 | 12 | 6 | 5 | -- | -- | 4.01 | 1.07 | |
| Total Career Program | 10215 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 79% <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 11% <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 10% | | | | | 39 | 40 | 11 | 6 | 4 | -- | -- | 4.04 | 1.05 | |
| Civilian Personnel Administration | 244 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 81% <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 10% <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 9% | | | | | 36 | 45 | 10 | 6 | 3 | -- | -- | 4.05 | 0.99 | |
| Comptroller | 962 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 81% <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 9% <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 10% | | | | | 42 | 39 | 9 | 6 | 4 | -- | -- | 4.08 | 1.06 | |
| Safety Management | 271 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 81% <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 9% <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 10% | | | | | 44 | 37 | 9 | 6 | 4 | -- | -- | 4.11 | 1.06 | |
| Supply Management | 809 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 77% <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 11% <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 12% | | | | | 37 | 40 | 11 | 7 | 5 | -- | -- | 3.96 | 1.11 | |
| Contracting and Acquisition | 466 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 76% <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 14% <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 10% | | | | | 34 | 42 | 14 | 6 | 4 | -- | -- | 3.97 | 1.04 | |
| Quality and Reliability Assurance | 78 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 83% <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 9% <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 8% | | | | | 37 | 46 | 9 | 4 | 4 | -- | -- | 4.09 | 0.98 | |
| Engineers and Scientists (Non-Construction) | 1134 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 80% <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 12% <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 8% | | | | | 37 | 43 | 12 | 4 | 4 | -- | -- | 4.05 | 1.00 | |
| Materiel Maintenance Management | 853 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 79% <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 12% <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 10% | | | | | 38 | 41 | 12 | 6 | 4 | -- | -- | 4.03 | 1.03 | |
| Engineers and Scientists (Construction) | 1405 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 82% <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 10% <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 8% | | | | | 40 | 42 | 10 | 4 | 4 | -- | -- | 4.11 | 1.00 | |
| Security | 237 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 78% <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 10% <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 12% | | | | | 42 | 36 | 10 | 7 | 5 | -- | -- | 4.03 | 1.12 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 60 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 73% <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 17% <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 10% | | | | | 32 | 42 | 17 | 10 | 0 | -- | -- | 3.95 | 0.94 | |
| Public Affairs and Communication Media | 162 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 73% <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 14% <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 12% | | | | | 36 | 38 | 14 | 9 | 3 | -- | -- | 3.94 | 1.07 | |
| Transportation Management | 192 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 79% <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 13% <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 9% | | | | | 32 | 46 | 13 | 6 | 3 | -- | -- | 3.99 | 0.98 | |
| Manpower and Force Management | 381 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 78% <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 10% <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 12% | | | | | 39 | 40 | 10 | 8 | 4 | -- | -- | 4.02 | 1.07 | |
| Housing Management | 113 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 72% <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 16% <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 12% | | | | | 37 | 35 | 16 | 7 | 5 | -- | -- | 3.91 | 1.13 | |
| Equal Employment Opportunity | 92 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 82% <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 9% <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 10% | | | | | 50 | 32 | 9 | 3 | 7 | -- | -- | 4.15 | 1.13 | |
| Education Services | 98 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 78% <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 11% <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 11% | | | | | 41 | 37 | 11 | 9 | 2 | -- | -- | 4.05 | 1.03 | |
| Training | 769 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 77% <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 11% <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 12% | | | | | 39 | 37 | 11 | 6 | 6 | -- | -- | 3.98 | 1.13 | |
| Ammunition Management | 118 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 80% <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 11% <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 9% | | | | | 38 | 42 | 11 | 8 | 1 | -- | -- | 4.08 | 0.95 | |
| Information Mission Area (IMA) | 946 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 77% <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 13% <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 10% | | | | | 37 | 40 | 13 | 5 | 5 | -- | -- | 4.00 | 1.06 | |
| Intelligence (Excepted Services Only) | 499 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 80% <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 12% <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 8% | | | | | 39 | 41 | 12 | 5 | 4 | -- | -- | 4.07 | 1.01 | |
| Military Personnel Management | 272 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 78% <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 11% <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 12% | | | | | 43 | 35 | 11 | 7 | 5 | -- | -- | 4.04 | 1.12 | |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|---|--------|---------------------------------|-----|-----|-----|-----|-------------------|----|----|---|---|----------------------------|----------------------------|------|------------|---|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 |
| CONDITIONS FOR ENGAGEMENT | | | | | | | | | | | | | | | | |
| 10a. My work gives me a feeling of personal accomplishment. | | | | | | | | | | | | | | | | |
| Total Army | 19953 | <div><div></div></div> 85%8%7% | | | | | 38 | 47 | 8 | 5 | 2 | -- | -- | 4.13 | 0.92 | |
| Total Career Program | 9942 | <div><div></div></div> 85%8%7% | | | | | 37 | 48 | 8 | 5 | 2 | -- | -- | 4.13 | 0.91 | |
| Civilian Personnel Administration | 237 | <div><div></div></div> 89%56 | | | | | 40 | 49 | 5 | 4 | 2 | -- | -- | 4.21 | 0.85 | |
| Comptroller | 939 | <div><div></div></div> 85%8%7% | | | | | 37 | 49 | 8 | 5 | 2 | -- | -- | 4.14 | 0.89 | |
| Safety Management | 266 | <div><div></div></div> 88%7%5 | | | | | 33 | 54 | 7 | 4 | 1 | -- | -- | 4.15 | 0.81 | |
| Supply Management | 795 | <div><div></div></div> 85%8%7% | | | | | 40 | 45 | 8 | 4 | 2 | -- | -- | 4.16 | 0.91 | |
| Contracting and Acquisition | 458 | <div><div></div></div> 86%7%6 | | | | | 39 | 47 | 7 | 4 | 2 | -- | -- | 4.17 | 0.89 | |
| Quality and Reliability Assurance | 75 | <div><div></div></div> 83%12%5 | | | | | 27 | 56 | 12 | 4 | 1 | -- | -- | 4.03 | 0.82 | |
| Engineers and Scientists (Non-Construction) | 1102 | <div><div></div></div> 86%7%7% | | | | | 37 | 49 | 7 | 5 | 2 | -- | -- | 4.14 | 0.90 | |
| Materiel Maintenance Management | 824 | <div><div></div></div> 83%9%8% | | | | | 37 | 46 | 9 | 5 | 3 | -- | -- | 4.09 | 0.95 | |
| Engineers and Scientists (Construction) | 1365 | <div><div></div></div> 87%7%6 | | | | | 36 | 51 | 7 | 4 | 2 | -- | -- | 4.15 | 0.87 | |
| Security | 223 | <div><div></div></div> 83%8%9% | | | | | 36 | 47 | 8 | 5 | 4 | -- | -- | 4.06 | 0.99 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 58 | <div><div></div></div> 83%9%9% | | | | | 31 | 52 | 9 | 7 | 2 | -- | -- | 4.03 | 0.91 | |
| Public Affairs and Communication Media | 158 | <div><div></div></div> 84%10%6 | | | | | 35 | 48 | 10 | 4 | 2 | -- | -- | 4.11 | 0.89 | |
| Transportation Management | 193 | <div><div></div></div> 89%66 | | | | | 41 | 48 | 6 | 4 | 2 | -- | -- | 4.22 | 0.85 | |
| Manpower and Force Management | 368 | <div><div></div></div> 82%8%10% | | | | | 29 | 53 | 8 | 6 | 3 | -- | -- | 3.99 | 0.96 | |
| Housing Management | 111 | <div><div></div></div> 87%8%5 | | | | | 45 | 42 | 8 | 4 | 1 | -- | -- | 4.27 | 0.83 | |
| Equal Employment Opportunity | 89 | <div><div></div></div> 91%44 | | | | | 53 | 38 | 4 | 3 | 1 | -- | -- | 4.38 | 0.81 | |
| Education Services | 98 | <div><div></div></div> 89%8%3 | | | | | 48 | 41 | 8 | 0 | 3 | -- | -- | 4.31 | 0.86 | |
| Training | 747 | <div><div></div></div> 84%7%9% | | | | | 40 | 44 | 7 | 5 | 3 | -- | -- | 4.12 | 0.99 | |
| Ammunition Management | 116 | <div><div></div></div> 85%6%9% | | | | | 45 | 41 | 6 | 6 | 3 | -- | -- | 4.19 | 0.97 | |
| Information Mission Area (IMA) | 919 | <div><div></div></div> 82%10%8% | | | | | 34 | 48 | 10 | 6 | 2 | -- | -- | 4.05 | 0.94 | |
| Intelligence (Excepted Services Only) | 482 | <div><div></div></div> 85%8%7% | | | | | 35 | 50 | 8 | 5 | 2 | -- | -- | 4.12 | 0.89 | |
| Military Personnel Management | 266 | <div><div></div></div> 88%7%5 | | | | | 50 | 38 | 7 | 2 | 3 | -- | -- | 4.30 | 0.90 | |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|---|--------|--------------------|-----|-----|-----|-----|-------------------|----|----|----|---|----------------------------|----------------------------|------|------------|--|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | 1 | | | | |
| CONDITIONS FOR ENGAGEMENT | | | | | | | | | | | | | | | | |
| 10f. My talents are used well in the workplace. | | | | | | | | | | | | | | | | |
| Total Army | 19937 | 74%12%13% | | | | | 32 | 42 | 12 | 9 | 4 | -- | -- | 3.89 | 1.09 | |
| Total Career Program | 9934 | 75%12%13% | | | | | 32 | 43 | 12 | 9 | 4 | -- | -- | 3.90 | 1.07 | |
| Civilian Personnel Administration | 237 | 81%10%9% | | | | | 34 | 47 | 10 | 5 | 3 | -- | -- | 4.03 | 0.98 | |
| Comptroller | 939 | 76%12%12% | | | | | 34 | 42 | 12 | 9 | 4 | -- | -- | 3.94 | 1.06 | |
| Safety Management | 267 | 78%9%12% | | | | | 31 | 47 | 9 | 10 | 2 | -- | -- | 3.95 | 1.01 | |
| Supply Management | 794 | 75%12%12% | | | | | 34 | 41 | 12 | 8 | 4 | -- | -- | 3.93 | 1.08 | |
| Contracting and Acquisition | 457 | 76%11%12% | | | | | 28 | 48 | 11 | 7 | 5 | -- | -- | 3.86 | 1.06 | |
| Quality and Reliability Assurance | 75 | 73%11%16% | | | | | 28 | 45 | 11 | 12 | 4 | -- | -- | 3.81 | 1.09 | |
| Engineers and Scientists (Non-Construction) | 1102 | 75%13%13% | | | | | 25 | 49 | 13 | 9 | 4 | -- | -- | 3.84 | 1.02 | |
| Materiel Maintenance Management | 824 | 73%13%14% | | | | | 32 | 41 | 13 | 10 | 4 | -- | -- | 3.87 | 1.11 | |
| Engineers and Scientists (Construction) | 1363 | 79%10%11% | | | | | 30 | 48 | 10 | 7 | 4 | -- | -- | 3.94 | 1.02 | |
| Security | 223 | 74%14%13% | | | | | 37 | 36 | 14 | 9 | 3 | -- | -- | 3.95 | 1.08 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 58 | 76%14%10% | | | | | 36 | 40 | 14 | 9 | 2 | -- | -- | 4.00 | 1.00 | |
| Public Affairs and Communication Media | 156 | 70%14%16% | | | | | 28 | 42 | 14 | 13 | 3 | -- | -- | 3.79 | 1.09 | |
| Transportation Management | 192 | 80%10%10% | | | | | 32 | 47 | 10 | 6 | 4 | -- | -- | 3.97 | 1.02 | |
| Manpower and Force Management | 368 | 71%15%14% | | | | | 28 | 43 | 15 | 10 | 4 | -- | -- | 3.81 | 1.06 | |
| Housing Management | 111 | 79%13%8% | | | | | 33 | 46 | 13 | 5 | 4 | -- | -- | 4.01 | 0.98 | |
| Equal Employment Opportunity | 88 | 76%13%11% | | | | | 44 | 32 | 13 | 8 | 3 | -- | -- | 4.06 | 1.09 | |
| Education Services | 98 | 77%9%14% | | | | | 36 | 41 | 9 | 11 | 3 | -- | -- | 3.95 | 1.08 | |
| Training | 746 | 74%13%13% | | | | | 34 | 40 | 13 | 8 | 4 | -- | -- | 3.91 | 1.10 | |
| Ammunition Management | 116 | 76%10%14% | | | | | 36 | 40 | 10 | 8 | 6 | -- | -- | 3.92 | 1.15 | |
| Information Mission Area (IMA) | 917 | 70%14%16% | | | | | 29 | 41 | 14 | 10 | 5 | -- | -- | 3.79 | 1.14 | |
| Intelligence (Excepted Services Only) | 483 | 72%15%13% | | | | | 31 | 42 | 15 | 9 | 4 | -- | -- | 3.86 | 1.07 | |
| Military Personnel Management | 267 | 79%11%9% | | | | | 45 | 34 | 11 | 7 | 3 | -- | -- | 4.13 | 1.03 | |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|---|--------|---|-----|-----|-----|-----|-------------------|----|----|----|---|----------------------------|----------------------------|------|------------|---|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | | | | | 1 |
| CONDITIONS FOR ENGAGEMENT | | | | | | | | | | | | | | | | |
| 10i. I feel encouraged to come up with better ways of doing things. | | | | | | | | | | | | | | | | |
| Total Army | 19932 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>71%15%14%</div> | | | | | 29 | 42 | 15 | 9 | 5 | -- | -- | 3.81 | 1.10 | |
| Total Career Program | 9935 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>71%15%14%</div> | | | | | 29 | 43 | 15 | 9 | 4 | -- | -- | 3.82 | 1.09 | |
| Civilian Personnel Administration | 234 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>73%14%13%</div> | | | | | 27 | 46 | 14 | 9 | 4 | -- | -- | 3.84 | 1.05 | |
| Comptroller | 937 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>73%15%13%</div> | | | | | 32 | 40 | 15 | 8 | 5 | -- | -- | 3.88 | 1.10 | |
| Safety Management | 267 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>73%14%13%</div> | | | | | 29 | 44 | 14 | 11 | 2 | -- | -- | 3.87 | 1.01 | |
| Supply Management | 794 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>73%15%12%</div> | | | | | 32 | 41 | 15 | 7 | 5 | -- | -- | 3.89 | 1.09 | |
| Contracting and Acquisition | 458 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>69%15%16%</div> | | | | | 26 | 42 | 15 | 12 | 5 | -- | -- | 3.74 | 1.11 | |
| Quality and Reliability Assurance | 75 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>68%19%13%</div> | | | | | 24 | 44 | 19 | 11 | 3 | -- | -- | 3.76 | 1.02 | |
| Engineers and Scientists (Non-Construction) | 1099 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>70%16%14%</div> | | | | | 25 | 46 | 16 | 9 | 5 | -- | -- | 3.77 | 1.07 | |
| Materiel Maintenance Management | 823 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>71%15%13%</div> | | | | | 29 | 43 | 15 | 9 | 4 | -- | -- | 3.83 | 1.07 | |
| Engineers and Scientists (Construction) | 1367 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>70%15%15%</div> | | | | | 26 | 44 | 15 | 10 | 5 | -- | -- | 3.76 | 1.10 | |
| Security | 224 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>72%11%17%</div> | | | | | 29 | 43 | 11 | 13 | 4 | -- | -- | 3.79 | 1.12 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 58 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>71%19%10%</div> | | | | | 28 | 43 | 19 | 5 | 5 | -- | -- | 3.83 | 1.05 | |
| Public Affairs and Communication Media | 157 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>69%10%21%</div> | | | | | 27 | 42 | 10 | 15 | 6 | -- | -- | 3.70 | 1.19 | |
| Transportation Management | 192 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>71%16%13%</div> | | | | | 32 | 40 | 16 | 8 | 4 | -- | -- | 3.86 | 1.08 | |
| Manpower and Force Management | 368 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>70%16%14%</div> | | | | | 24 | 46 | 16 | 11 | 3 | -- | -- | 3.78 | 1.02 | |
| Housing Management | 111 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>69%18%13%</div> | | | | | 29 | 41 | 18 | 7 | 5 | -- | -- | 3.80 | 1.10 | |
| Equal Employment Opportunity | 89 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>80%12%8%</div> | | | | | 46 | 34 | 12 | 3 | 4 | -- | -- | 4.13 | 1.05 | |
| Education Services | 98 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>66%16%17%</div> | | | | | 33 | 34 | 16 | 11 | 6 | -- | -- | 3.76 | 1.20 | |
| Training | 748 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>72%14%14%</div> | | | | | 31 | 41 | 14 | 8 | 5 | -- | -- | 3.84 | 1.11 | |
| Ammunition Management | 115 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>70%17%14%</div> | | | | | 35 | 35 | 17 | 10 | 3 | -- | -- | 3.87 | 1.11 | |
| Information Mission Area (IMA) | 919 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>72%14%15%</div> | | | | | 27 | 44 | 14 | 11 | 4 | -- | -- | 3.80 | 1.08 | |
| Intelligence (Excepted Services Only) | 482 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>70%16%14%</div> | | | | | 27 | 43 | 16 | 10 | 4 | -- | -- | 3.79 | 1.07 | |
| Military Personnel Management | 267 | <div><div></div><div></div><div></div><div></div><div></div></div> <div>73%16%10%</div> | | | | | 39 | 34 | 16 | 7 | 3 | -- | -- | 3.98 | 1.07 | |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)



FY10 Army Civilian Attitude Survey Career Program Results for Supervisors



| Item Detail | # Resp | Percent Responding | | | | | Category Percents | | | | | % Fav Diff from 2006 | % Fav Diff from 2005 | Mean | Std Dev | |
|---|--------|---|-----|-----|-----|-----|-------------------|----|----|----|---|----------------------------|----------------------------|------|------------|--|
| | | 0% | 20% | 40% | 60% | 80% | 100% | 5 | 4 | 3 | 2 | 1 | | | | |
| CONDITIONS FOR ENGAGEMENT | | | | | | | | | | | | | | | | |
| 10k. I know what is expected of me on the job. | | | | | | | | | | | | | | | | |
| Total Army | 19879 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 82%10%8% | | | | | 30 | 52 | 10 | 6 | 2 | -- | -- | 4.03 | 0.91 | |
| Total Career Program | 9908 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 82%11%7% | | | | | 29 | 53 | 11 | 5 | 2 | -- | -- | 4.01 | 0.89 | |
| Civilian Personnel Administration | 234 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 87%8%5% | | | | | 28 | 59 | 8 | 3 | 2 | -- | -- | 4.08 | 0.80 | |
| Comptroller | 934 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 82%11%7% | | | | | 31 | 51 | 11 | 6 | 1 | -- | -- | 4.04 | 0.89 | |
| Safety Management | 266 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 85%8%7% | | | | | 31 | 54 | 8 | 6 | 1 | -- | -- | 4.08 | 0.85 | |
| Supply Management | 791 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 84%10%7% | | | | | 36 | 48 | 10 | 4 | 2 | -- | -- | 4.10 | 0.91 | |
| Contracting and Acquisition | 459 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 83%9%8% | | | | | 27 | 56 | 9 | 6 | 2 | -- | -- | 3.99 | 0.88 | |
| Quality and Reliability Assurance | 75 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 83%11%7% | | | | | 28 | 55 | 11 | 5 | 1 | -- | -- | 4.03 | 0.85 | |
| Engineers and Scientists (Non-Construction) | 1095 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 79%13%8% | | | | | 21 | 58 | 13 | 7 | 2 | -- | -- | 3.90 | 0.86 | |
| Materiel Maintenance Management | 822 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 82%11%7% | | | | | 30 | 52 | 11 | 6 | 2 | -- | -- | 4.03 | 0.89 | |
| Engineers and Scientists (Construction) | 1365 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 83%10%7% | | | | | 24 | 59 | 10 | 5 | 2 | -- | -- | 3.98 | 0.84 | |
| Security | 221 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 81%10%9% | | | | | 34 | 47 | 10 | 6 | 2 | -- | -- | 4.05 | 0.95 | |
| Quality Assurance Specialists (Ammunition Surveillance) | 58 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 81%10%9% | | | | | 31 | 50 | 10 | 9 | 0 | -- | -- | 4.03 | 0.87 | |
| Public Affairs and Communication Media | 155 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 74%14%13% | | | | | 21 | 52 | 14 | 10 | 3 | -- | -- | 3.79 | 0.98 | |
| Transportation Management | 192 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 87%9%4% | | | | | 34 | 53 | 9 | 1 | 3 | -- | -- | 4.14 | 0.86 | |
| Manpower and Force Management | 366 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 82%10%8% | | | | | 23 | 59 | 10 | 6 | 2 | -- | -- | 3.95 | 0.87 | |
| Housing Management | 111 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 86%6%8% | | | | | 37 | 49 | 6 | 6 | 2 | -- | -- | 4.13 | 0.91 | |
| Equal Employment Opportunity | 88 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 90%6%5% | | | | | 53 | 36 | 6 | 2 | 2 | -- | -- | 4.36 | 0.87 | |
| Education Services | 98 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 83%7%10% | | | | | 36 | 47 | 7 | 9 | 1 | -- | -- | 4.07 | 0.94 | |
| Training | 744 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 82%11%7% | | | | | 31 | 51 | 11 | 4 | 3 | -- | -- | 4.02 | 0.93 | |
| Ammunition Management | 115 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 84%10%6% | | | | | 37 | 47 | 10 | 2 | 4 | -- | -- | 4.11 | 0.96 | |
| Information Mission Area (IMA) | 917 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 79%13%9% | | | | | 27 | 52 | 13 | 6 | 3 | -- | -- | 3.94 | 0.94 | |
| Intelligence (Excepted Services Only) | 482 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 81%11%8% | | | | | 26 | 55 | 11 | 7 | 1 | -- | -- | 3.98 | 0.86 | |
| Military Personnel Management | 267 | <div><div></div><div></div><div></div><div></div><div></div><div></div></div> 85%7%8% | | | | | 40 | 46 | 7 | 5 | 3 | -- | -- | 4.15 | 0.94 | |

■ = % Favorable (Agree) ■ = % Neither agree/disagree ■ = % Unfavorable (Disagree)